

Take The Dread Out of Mondays

Discover Your Team Insight With TeamOptix

Why This Matters:

- ◆ **Stuck Teams Stall Results:** Managers often mistake team friction for personality clashes, lacking the framework to coach them forward.
- ◆ **Unlock Agile Performance:** Understanding team development is the critical foundation that allows teams to pivot quickly, respond to change, and deliver innovative results collaboratively.

Our Radical Idea:

- ◆ **Team Development is a Predictable Science, Not a Mystery:** By deeply understanding the unique behaviours, mindset, and needs of your team, we provide a clear, actionable roadmap your team can follow to evolve and thrive.

How We Help:

- ◆ Unlock powerful collective awareness, revealing your team's current stage of development and the leadership strategies required to take the team to the next level.
- ◆ Turn Friction into Strategic Advantage as experiential learning transforms cognitive diversity and interpersonal differences from a source of tension into your team's most powerful engine for collaboration.
- ◆ Empower leaders with the language and tools to decode team dynamics, resolve conflict, and confidently lead their teams to higher performance.
- ◆ Turn insight into action with a concrete plan for team development, better collaboration and, reduced conflict.

The TeamOptix Experience:

Stuck in a cycle of unproductive conflict or dysfunctional behaviours?

These are the classic signs of a team stalled in its development. We'll move beyond simple team assessments into an experiential learning process that helps your team leverage their own data to decode the team's stage of development and unlock strategies to evolve, providing an actionable framework to build collective emotional intelligence, navigate conflict productively, and create the resilient, high-trust culture that drives measurable gains in performance and agility.

Stop letting team dynamics hold you back. Start building your adaptive advantage today.

Key Themes

Introduction

Collective Awareness & Team Effectiveness

Overview: Most teams operate in the dark, misunderstanding friction and conflict as personal failure rather than a natural stage of team growth. Raising awareness, we work with your team to achieve shared clarity about its current reality. This is the critical first step to escape unproductive cycles as you build a foundation for agile, high-performance.

Outcomes: Your team will diagnose its development stage and general effectiveness to overcome dysfunctional behaviours and transform into a highly collaborative and agile team.

Exploration

Building Emotional & Socially Intelligent Teams:

Overview: High-performing teams run on trust and psychological safety, not just process. We'll explore how collective emotional intelligence is your team's ultimate leverage to overcome dysfunction, break down barriers to effectiveness, and transform unproductive conflict, which stifles innovation, into a culture of resilient, high-trust collaboration.

Outcomes: Your teams will understand and recognise the traits of high-EQ teams, see how dynamics fuel or fail performance, and pinpoint what to change to elevate their performance.

Extension

Moving Beyond Conflict & Dysfunction:

Overview: Team dysfunction and conflict are inevitable at every stage of development. In this session, you'll develop strategies to transform conflict and diverse perspectives from a source of tension into your team's most significant strategic asset for innovation and superior results, no matter what stage of development your team is at.

Outcomes: Develop strategies to harness every team member's strengths immediately and create a data-driven roadmap based on a unique analysis of your team's tactical, agile, and relational effectiveness in the context of organisational learning and delivering results as a high-performing team.

Application

Leadership Coaching for Team Evolution:

Overview: Stop reacting to team drama and start leading growth. We'll leverage experiential learning to empower leaders and their teams to shift from task management to potential unleashing, providing the critical skills to proactively guide any team through its development stages and directly elevate performance.

Outcomes: Empower managers with a common language and actionable framework to immediately apply self-awareness, improve team dynamics, and coach based on data-driven insight.

It takes just 10 minutes to complete the TeamOptix Team Insight Assessment and transform dysfunctional team behaviours into your agile and adaptive strategic advantage.

Visit teamoptix.com or scan the QR code to find out more and connect with our experts.

