

CHAMPIONSHIP-LEVEL TEAM BUILDING



AN ACTIVITY GUIDE FOR YOUR BUSINESS

USE THESE ACTIVITIES WITH YOUR ORGANIZATION TO ENHANCE COHESION, CULTURE, AND CLARITY IN 2024.



Welcome to the journey of transforming your team into a championship-level force. Inspired by the principles that brought success on the football field and in the boardroom, this guide provides practical activities for each of the five key strategies to elevate your team's performance.

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TIP 1: DEVELOP A FOUNDATION OF TRUST

Activity 1: Trust-Building Workshop

- Conduct a Personal Histories exercise to foster understanding and empathy among team members.
- Trust only works when everybody has the same definition: Define Trust collaboratively by discussing individual definitions and synthesizing them into a team definition.

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TIP 2: CULTIVATE DIVERSITY AS A STRATEGIC ADVANTAGE

Activity 1: Diversity Audit

- Identify personality styles using the DISC model and discuss their impact on team dynamics.
 - D = Dominant (self-confident, direct, forcefulness, risk taker)
 - I = Influencer (charming, enthusiastic, sociable, friendly)
 - S = Steadiness (patient, team player, calm, listener, humility)
 - C = Conscientiousness (precise, analytic, skeptical, reserved, quiet)

Activity 2: Stereo Type Busting

- Challenge stereotypes by openly discussing their effects on workplace dynamics.

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TIP 3: MASTERING THE BUY-IN: ESTABLISH ALIGNMENT

Activity 1: Alignment Mapping

- Map out how individual roles contribute to team goals and align them in group sessions.

Activity 2: OKR Setting Session

- Guide individuals or teams in setting Objectives and Key Results (OKRs) aligned with company objectives.

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TIP 4: ANCHOR ACCOUNTABILITY

Activity 1: Goal, Metric, Signal

- Define goals, select metrics, and establish progress signals for goal achievement.

Activity 2: Accountability Partner Program

- Pair team members as accountability partners to support progress tracking and reporting.

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TIP 5: MONITOR THE CULTURE THERMOSTAT: THE FEEDBACK LOOP

Activity 1: Feedback Loop Implementation

- Introduce a structured feedback system using tools like Officevibe and train teams on giving and receiving constructive feedback.

Activity 2: Regular Feedback Sessions

- Schedule regular feedback sessions for open discussion of challenges and accomplishments.

Through these activities, you're not only building a team but also fostering a culture of excellence, trust, and innovation. Remember, the journey to championship-level performance is ongoing. Regularly revisit and adapt these activities as your team evolves.

Download the complete guide for detailed instructions, templates, and additional resources to effectively execute these activities.