



**Gram  
Consulting  
Group**

Coaching, Facilitating,  
Consulting & Speaking



## Highly Effective Teams

The greatest  
competitive  
advantage you  
have is team work.

Being a team and doing team work is more difficult today than any other time in history.

The modern team is more connected yet disconnected than ever before. They work remotely, across geographies, at speed, in matrix reporting lines in a variety of structures. Modern teams have to work with ambiguity and make quick decisions. Modern teams have multiple stakeholders, complex interdependencies and frequent changes of membership. Research cites that only 21% of senior teams are effective.<sup>1</sup>

To combat this Gram:

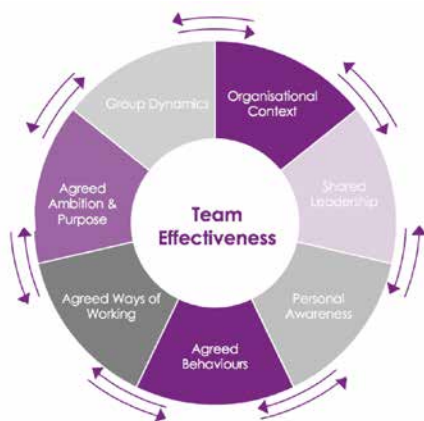
- Facilitates teams to connect to each other in an effective way
- Facilitates teams to get the clarity they need
- Facilitates teams to have the conversations they need to have
- Helps leaders have the best impact and shape the behaviour of the team

*“A big thank you for helping us articulate what it is we want as a team. What I took from the program was that everyone understands where we want to get to, but we don’t always know how to say it in a way that supports, encourages and inspires those around us. Armed with our new purpose and vision statement, I’m excited to see what we can achieve as a group in the next three years.”*

1. Wageman, R., Nunes, D.A., Burruss, J.E. & Hackman, R.J. (2008) Senior Leadership Teams – What it takes to make them great. Boston: Harvard Business School Press.

*“Teaming is a way of working that brings people together to generate new ideas and solve problems and find answers. People have to learn how to be a team as it doesn’t come naturally in most organisations”*

— Harvard Business Review 2017



For those teams who seek the highest performance and engagement Gram Consulting Group provides an outstanding, original program of work that delivers.

We have a proven track record of sustained team improvement including significant increases in performance, engagement, flexibility, NPS and wellbeing.

## Our program works in a 6 stage approach

- |                          |                              |                               |                            |                           |                                  |
|--------------------------|------------------------------|-------------------------------|----------------------------|---------------------------|----------------------------------|
| <b>1</b>                 | <b>2</b>                     | <b>3</b>                      | <b>4</b>                   | <b>5</b>                  | <b>6</b>                         |
| <b>Stage 1</b><br>Design | <b>Stage 2</b><br>Diagnostic | <b>Stage 3</b><br>Preparation | <b>Stage 4</b><br>Delivery | <b>Stage 5</b><br>Debrief | <b>Stage 6</b><br>Accountability |
| Custom built             | Assessments & interviews     | Workshop prework              | 1 – 2 – 3 day options      | Ensuring outcomes         | 90 day check in                  |