



## High-Performing Teams: Building The Foundation

### Product Description:

*High-Performing Teams: Building the Foundation* is a Birkman solution-first product that sits alongside the Birkman Signature Suite. Solution-first products are geared toward a specific application and outcome, and use Birkman as a tool to drive the desired end goal. This product is geared towards guiding intact teams toward creating the foundation for high-performance in the workplace. This product does not require Birkman Signature Certification.

### Workshop Description:

High-performing teams are driven by a common **Purpose** and continuously work to create an environment of **Clarity** and **Psychological Safety**. High-Performing Teams: Building the Foundation uses these three pillars to help teams, and the individuals within those teams, assess their strengths and opportunities for growth. Throughout the workshop, participants will explore three core aspects of The Birkman Method—Usual Behavior, Interests, and Needs—both at an individual and team level.

Participants will find customized information based on their responses to the Birkman questionnaire, as well as information that reflects their team as a whole. This approach lays the foundation for creating awareness and appreciation of different personalities in the workplace, resulting in stronger, more productive teams.

In the final exercise, teams are tasked with assimilating the most significant information discovered in the workshop to create an action plan with specific objectives targeted towards enhancing team performance.



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### This Product Includes:

- ~ 8-hours of content that can be delivered in one full day or in several smaller sessions
- Participant Workbooks. These workbooks are:
  - Custom to each participant and include their individual and team Birkman data
    - Individual data: 3 Usual Behaviors, 10 Interests, Motivational Focus, 3 Needs
    - Team data: 3 Usual Behaviors, Team Top Motivators, 3 Needs
  - Digitally accessible with options to print
- A workshop presentation that acts as a facilitation prompt and supplemental aid to guide participants through the session
- A comprehensive Facilitator Guide that includes the relevant information an individual would need to conduct the workshop
- Thought leadership on how to create the foundation for high-performing teams
- Over 20+ activities and discussions that create the opportunity for productive conversation