



# Maxfield Productivity Consultants, Inc.

## Products & Services – Team Development

Teams need three critical elements in order to be successful: 1) purpose; 2) clear roles; and 3) process. Once team members know where they're going, who is going to do what, and how, they can focus their energies productively. We offer programs that help teams clarify these issues quickly. Below are a few examples. Please contact us for more detailed descriptions and a preview of materials.

### Agreeing on Direction

Participants in this hands-on, two-hour workshop use two simple, but robust tools to defog the haze of vague ideas and mixed emotions that so often surround new projects or contemplated changes. They replace them with a shared vision of their destination and map for getting there. The result is dramatically reduced project front-end loading time as members work together to achieve fully grasped and agreed upon direction.

### Types & Teams

People often talk a good game about their appreciation of others' thinking and decision making styles that differ from their own. This workshop helps participants move from talking to playing a good game as they discover both the value and challenges inherent in teaming with people whose preferences can alternately energize or frustrate us. Using situations they select that arise in their own work arenas, they develop solutions that benefit all stakeholders while decreasing personality conflicts and minimizing stress. The result is improved team and individual productivity and more pleasant work environment.

### Team Problem Solving & Decision Making

Participants in this one-day program develop team problem solving skills using tested principles, practices and tools. Using a four-stage problem solving framework, they develop very clear problem defining questions, determine whom they need to engage in solving the problem, select and apply a variety of problem solving tools, develop a change management plan to ease the transition and present their solution to others. The result is pinpointed effort, faster problem solving and the development of good problem solving habits that produce the evidence that leads to supported change.

