PQ-Powered Teams



A follow-on to the foundational PQ Program, PQ-Powered Teams is designed to support teams working toward shared goals. With PQ-Powered Teams, you'll enhance performance, communication, and collaboration by improving the team's collective mental fitness. PQ-Powered Teams includes modules dedicated to strengthening the 4 Pillars of High-Performing Teams as well as additional modules designed to maximize team performance and growth.

Getting Started
The PQ-Powered Teams journey starts with a team assessment.

Program Length
The PQ-Powered Teams program can last 8 to 12 months, depending on your team schedule and needs.

Module Length
Each module takes 90-120 minutes to complete.

PQ-Powered Teams Modules:



Overview: 4 Pillars of High-Performing Teams



Mutual Accountability



Healthy Conflict



Earned Trust



Triple Purpose

<u>Additional modules support team growth, including:</u>

- **Team Architecture**
- **Energy / Impact Optimization**

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4 Pillars of High-Performing Teams



Overview:

Learn about the 4 Pillars that maximize both performance and wellbeing

Objective:

Introduce the 4 Pillars that are vital to maximum team performance and wellbeing

Outcomes:

- Gain a sense of commitment to each other's growth and impact on others
- Strengthen trust in the team
- Increase the ability to engage in spirited debate without personal attacks
- Create accountability across the team, without relying on the leader to manage

Mutual Accountability



Overview:

Enable individual team members to develop a structure and cadence that enables self-accountability with clearly defined objectives towards outcomes/results

Objective:

Effectively hold each other accountable to both results and conduct and explore potential structures and processes to use as a team to increase ownership, collaboration and accountability

Outcomes:

- Foster greater collaboration between team members
- Enable the whole team to take accountability for team productivity and performance
- Recognize Saboteur interference and encourage a shift to Sage
- Explore new structures and processes for individual and team accountability

Healthy Conflict



Overview:

Practice converting conflicts into gifts of deepening trust and alignment

Objective:

Embrace conflict as a gift wherein team members learn to be up front and direct in challenging each other as a way of arriving at the best solutions and helping each other grow

Outcomes:

- Explore alternative solutions to address and manage conflict
- Recognize your own Saboteur interference in conflict
- Overcome Saboteur-led conflict within the team
- Foster an environment where healthy conflict is embraced, not avoided

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Earned Trust



Overview:

Create a safe place for people to be transparent and authentic, admit to mistakes and shortcomings, and feel supported and cared for by one another

Objective:

Team members experience powerful exercises that enable them to build a strong foundation of trust and maintain it over time

Outcomes:

- Gain opportunities to build greater trust within the team
- Develop deeper personal connections with your teammates
- Explore new structures and processes for building individual and team trust
- Address issues in a Sage way with fellow teammates before it can derail team performance

Triple Purpose



Overview:

Enable each team members to be inspired, grow in meaningful and lasting ways, to help teammates do the same, and to positively impact others

Objective:

Inject purpose into the individual's deeper meaning and value of the work they do so that work becomes fulfilling, they are more energized, have less burnout, perform better, and have a positive impact outside of the team

Outcomes:

- Understand your purpose and how to grow yourself in meaningful ways
- Identify the support you need from your teammates for your growth and how you can support them
- Positively impact others outside of your team in meaningful ways
- Learn how Saboteurs keep you from living your purpose, while Sage moves you toward self-actualization

Team Architecture

Overview: Develop a deeper appreciation of each team member's role

Objective: Increase earned trust in the team and the team's ability to have healthy conflict

Outcomes: Build greater trust within the team, understand the inherent tension between roles on the team, and create an environment of understanding around the challenges of various roles

Energy / Impact Optimization

Overview: Learn about the Energy/Impact Matrix and the three strategies to improve balance

Objective: Optimize your work so you'll feel more energized and less drained, while having higher impact

Outcomes: Discover strategies for managing burnout and stress, assess how you are currently spending your time and energy, and increase your impact and performance

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