LIFESKILLS INSTITUTE

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ZENGER | FOLKMAN

The Extraordinary Team™

HIGH-PERFORMANCE TEAMS DO NOT JUST HAPPEN BY CHANCE; THEY ARE BUILT BY LEADERS WHO INSPIRE TRUST AND CREATE ENVIRONMENTS WHERE INNOVATION THRIVES.

Grounded in Zenger Folkman's extensive leadership research, this programme provides a clear, actionable roadmap to help teams move from being merely "good" to reaching the top 10% of team performance globally.

ENQUIRE MORE!

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THE EXTRAORDINARY TEAM MODEL

THE JOURNEY TO BECOMING AN EXTRAORDINARY TEAM BEGINS WITH DATA-DRIVEN INSIGHTS.

Every participant completes **The Extraordinary Team Assessment**, measuring the team against **15 differentiating behavioural dimensions** grouped into **four key areas: Credibility, Execution, Relationships, and Strategic Focus.**

THE PROGRAMME FOLLOWS A STRUCTURED MULTI-STEP PROCESS:

Assessment: Feedback is collected from the team leader and members to provide a benchmarked view of current performance.

Leader Debrief: The team leader partners with a coach to interpret results and design a focused success strategy.

Team Development Session: The entire team explores their collective results and utilizes Strength Builders to create a practical implementation plan.

Action Planning: Teams focus on a unique two-pronged approach — fixing one critical weakness (Fatal Flaw) and building one profound strength—to maximize their developmental impact.

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PROGRAMME HIGHLIGHTS

GROUNDED IN GLOBAL RESEARCH

Insights are drawn from an extensive dataset of **over 122,000 team members and 10,000 teams.**

THE POWER OF PROFOUND STRENGTHS

Research shows that teams with just five profound strengths (at the 90th percentile) rank in the **top 10% of overall effectiveness.**

NON-LINEAR DEVELOPMENT (CROSS-TRAINING)

Participants leverage "Strength Builders" — statistically correlated behaviors that provide a unique, non-intuitive way to improve core team dimensions.

PROVEN ORGANISATIONAL IMPACT

Extraordinary teams are linked to **4x higher employee engagement, 20% lower turnover, and significantly increased profitability.**

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BY THE END OF THIS PROGRAMME, PARTICIPANTS WILL BE ABLE TO:

- Identify and understand the **characteristics and dynamics** of extraordinary teams.
- Analyze the **strengths and weaknesses** of their specific team through a multi-rater feedback report.
- Recognize and address **"Fatal Flaws"** that may be crippling team effectiveness.
- Utilize **Leadership Sweet Spots**—the convergence of competence, passion, and organisational needs—to select development targets.
- Craft and execute a **personally relevant development plan** to improve the team's overall performance.

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EMPOWER YOUR TEAM TO REFLECT, REFOCUS, AND RISE TO EXTRAORDINARY LEVELS OF PERFORMANCE.

WHO SHOULD ATTEND

- **In-tact Teams**: Team leaders and their direct reports who perform interdependent tasks to achieve common organisational goals.
- **Groups of Team Leaders:** Leaders within a specific organisation who wish to independently analyse their teams' dynamics and improve their individual leadership impact.

DELIVERABLES

- The Extraordinary Team **Feedback Report**
- **Participant Guide** containing Strength Builder Development Guide and Individual Planning Tools
- **Debrief Partner Guide** for Team Leaders to facilitate ongoing growth discussions

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START YOUR JOURNEY TODAY AND BUILD THE HABITS THAT FUEL LONG-TERM ACCOUNTABILITY AND COHESION.

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