



Where leaders gain perspective!

TEAM & LEADER TRANSITIONS

Quickly establish new norms and expectations that enhance team effectiveness and minimize downtime following significant team member changes.

Transition workshops significantly reduce the drop in team effectiveness when there has been a significant change in team membership. This is because the workshop helps team members daylight current operating assumptions and establish new norms in response to team membership transitions. This type of workshop is most effective in the following four scenarios:

- A new leader is arriving to work with a leadership team that has existed for some time;
- A leader has been in place for some time and several new team members are joining;
- A leader and most members of the leadership team are new, but the unit and purpose they are going to lead has been in place for some time;
- A new team who have not worked together and is leading a new unit with a new purpose.

Workshop outcomes:

- **Clarifying previous (or current) operating assumptions that may hinder productivity for new team members (including a new team leader)**
- **Generating a clear and succinct statement of new norms and expectations for team operations moving forward**
- **Establishing a new sense of identity for the team that is grounded in transition workshop conversations**

DURATION: One to two days (best within 3 weeks of significant change)

PARTICIPANTS: Team members

SCHEDULE: Contact us to schedule a workshop

CONTACT

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