



# Building Effective Teams

## PRACTICE AREA OVERVIEW

*“Teamwork is the ability to work together toward a common vision. It is the fuel that allows common people to attain uncommon results.”*

Andrew Carnegie

**TRACOM quickly builds team development solutions, customized for specific needs of the client’s organization using proven methods and tools.**

## Skillful Teams Solve Business Challenges

Prospering in the increasingly complex world of business means continually addressing new challenges – accelerating growth through mergers and acquisitions, pursuing new markets or production capabilities through global expansion, improving operational effectiveness through restructuring and process improvement, and attracting and retaining top talent.

### Are your teams prepared to meet these challenges?

The growing complexity of markets, products, and services has led to more specialization and dispersion of knowledge across the levels and lines of organizations. This has resulted in a need for effective teams of experts working to bring their knowledge together in solving problems and executing business strategies.


TRACOM’s Performance Consulting Division provides fast, efficient, practical solutions for developing teams that enable your company to meet significant business challenges. We are able to deploy our senior level experts to effectively implement team development solutions with minimal burden to clients while achieving the greatest possible impact.


### TRACOM’s Team Development Solutions yield tangible results for your organization, including:

- Improving the performance of existing teams
- Accelerating implementation of change across boundaries
- Facilitating creativity, innovation and problem solving
- Improving employee satisfaction and morale

## Building Effective Teams

### PRODUCTS & SERVICES

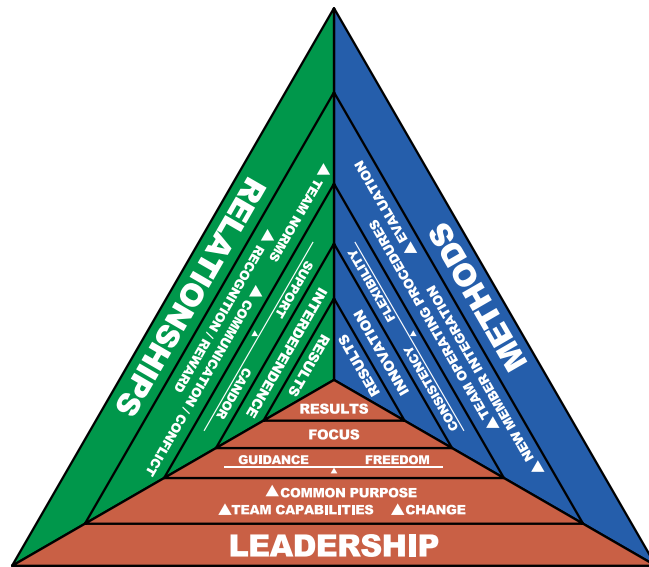
 **Team Development**  
Improving Team Effectiveness  
The Leadership Summit

 **Team Assessments**  
Team Performance Survey

## Creating Skillful Teams

Certain aspects of teamwork must be firmly in place before any team can be successful. TRACOM's award-winning Tri-Dimensional Model of Team Development™ describes the three essential components for maximum team performance:

- **Leadership:** the process of focusing the team in a common direction, balancing control and freedom.
- **Relationships:** the level of care, respect, concern and help extended to team members, balancing support and candor.
- **Methods:** the procedures used to organize, structure and enhance the team's work, balancing consistency and flexibility.



TRACOM employs an adaptable, straightforward process for developing teams.

## Why Choose TRACOM?

1. We offer tailored team development solutions, quickly built to meet your business needs and the challenges your company faces.
2. We provide comprehensive back-end support, making it easy to deploy your programs with minimal involvement from your team.
3. We involve senior experts throughout the engagement, providing superior quality and shorter duration times.
4. We are able to transfer our knowledge and expertise to allow you to manage your future team development programs internally.

*“The key elements in the art of working together are how to deal with change, how to deal with conflict, and how to reach our potential ... the needs of the team are best met when we meet the needs of individuals persons.”*

Max DePree

### For More Information:

TRACOM GROUP Performance Consulting Division  
303-265-6120 | 800-737-6004 | www.tracomcorp.com  
PerformanceConsulting@tracom.com

### Solving Business Challenges Through:

- | Leadership Development
- | Individual Performance
- | Team Development
- | Employee Engagement