

Development Programs for Senior Teams

	Leadership Lab for Teams	Team Performance Accelerator	Team Booster
Designed for	Teams with a rather limited history together and the ambition to get the basic conditions in place for effective teamwork.	Teams that are already in place for some time, are performing well and now want to become great teams: from good to great.	Teams that need a breakthrough in how they cope with their number one business challenge.
Objectives	<ul style="list-style-type: none"> • Profile the individual team members in terms of leadership competences, team roles and motivational patterns. • Get to know the basic strengths and weaknesses of the team. • Understand the team dynamics and pitfalls. • Make arrangements on how to improve the effectiveness of the team. 	<ul style="list-style-type: none"> • Provide an opportunity for team members to reflect on their successes to date • Reflect on the (individual and team) processes behind these. • Understand how their 'recipe for success' compares with Lane4 high performing teams profile. • Identify where further improvements can be made, both individually and collectively. 	<ul style="list-style-type: none"> • Create a breakthrough in how to deal with a number one business challenge by "borrowing" solutions that have been tried and tested in other industries or geographies and can be adapted to the situation. • Understand what the teams need to do to realise the new idea (implementation plan). • Increase team momentum and build commitment to action.
Content	<ul style="list-style-type: none"> • 0,5 day per individual: 1 on 1 investigation of motivational pattern, team role preference and leadership competences. • 1 day team session: team scans and profiles, internal relationships, team related action points. 	<ul style="list-style-type: none"> • 2 days team session. • Interviews. • Insights team profile. • Lane4's High Performance Team model. • Team challenge. • Facilitated team discussions. • Action planning. 	<ul style="list-style-type: none"> • 2 days preparation. • 5 days team session. • 1 day follow-up. • Skill building sessions. • External input from business leaders and academics. • Team building and leadership sessions. • Teamwork sessions.
Venue	Global	London or global	Lausanne
Provider	Right Consultants	Lane4	IMD
Costs	Between 14.000 and 18.000 euro (depends on group size), excluding travel and lodging	Between 15.000 and 25.000 euro (depends on group size and location), excluding travel, location and lodging	Price on request

More information: Contact your HR Manager or Heineken University, Loek Mensink, +31 20 5239 477, loek.mensink@heineken.com