



**TEAMADVANTAGE™**  
Can we get this team to function?

## TeamAdvantage™

### THE CORE PROBLEM

You have assembled a team from different areas from within and perhaps external to your organization. They have different perspectives and likely different agendas and expectations. How can you use those differences to generate powerful outcomes instead of a continuing turf war?

### THE TEAMADVANTAGE™ PROCESS

Team Synergy module focuses on the way in which team members communicate and behave in order to achieve excellence. Prior to the facilitated session, The Metiss Group sends on-line assessments to each member of the group and each participant is provided a comprehensive report on their workplace motivators and behaviors. In the interactive group session participants learn more about themselves, how they are perceived by others, and how they may be mis-perceiving others team members. The ability to leverage strengths and avoid land mines is clearly recognized in comparing results to a before and after scored exercise. This session tends to provide much enlightenment and much fun.

### THE TEAMADVANTAGE™ DIFFERENCE

Generic training exercises may help a team cross a rope bridge, but they don't often directly address the problem at hand. The Metiss Group starts by evaluating a team's needs and administering a set of validated assessments that identify the unique characteristics of each individual. That means our advice is tailored to the unique set of characteristics and behaviors we find in that team and the real issues at hand.

Rather than team building, TeamAdvantage™ concentrates on team dynamics. Teams need trust in several forms to work effectively. They must trust the capability of others – that they can do the job. They must trust each others' integrity – that they will fulfill their promises. And they must trust their fairness -- that they are looking out for each other as well as themselves.