



AdvanTeam™

How forward-thinking leaders leverage team potential



**America's Most Respected
Team Development
Programs**

from





AdvanTeam™ Employee Development Programs



“The challenge with 360° feedback programs—and most other team development tools—is that they’re restricted to checkboxes.”

“If your team lives and works within checkboxes, fine.”

“The rest of the world benefits from real assessments by real counselors.”

— Frank J. Whyte, Ph.D.
AdvanTeam Architect

The AdvanTeam™ concept is simple.

We'd like to talk to each member of your team... conduct a fifteen-to twenty-minute interview that helps us understand—really understand—what's going on in your organization.

You may be surprised by what we find.

You'll be amazed by what we'll do.

AdvanTeam includes a professionally facilitated team workshop... an opportunity for your team to decide how to use resources, ideas, and intellectual potential... to the fullest extent.





A Scientifically Designed, Step-by-Step Program

AdvanTeam grew from the collaboration of the USA's foremost team development consultants. The resulting three-part system is the product of years of research and field trials.

You'll benefit from:

- 1. Individual Interview Sessions.** We'll interview your team members, using a scientific approach that identifies problem areas, opportunities for growth, morale sticking points, and leadership perceptions. We'll draw from our inventory of questions that spans twenty subject areas, bringing our facilitators' flexibility to bear on issues that need to be clarified or explored more completely. We won't limit responses to a census form; we'll get to know your people and your potential, revealing team development opportunities that no pencil-and-paper process would detect.
- 2. A Leadership Report.** We'll provide you with a scientific assessment of your team's leadership perceptions, morale, and perceived obstacles to success. You'll benefit from a plain-language (four- to ten-page) report on our conclusions. This analysis won't find fault or place blame. It will provide an objective blueprint for you to use in managing your group more effectively, minimizing sources of stress and counterproductively, leveraging latent potential, and setting relevant strategic goals.
- 3. A Facilitated Team Development Session.** We'll meet with your team in a structured roundtable format, using newly discovered information to work-through challenges in a positive, forward-thinking environment. We'll help your team discover how they can contribute to a more effective team environment, and what issues need to be resolved by individual and team action. We'll use their own words, opinions, and ideas to help craft a game plan for your team's success and your employees' satisfaction.

Topics Explored in AdvanTeam Interviews

- Conflict Sources/Ongoing Issues
- Customer Relationship Issues
- Decision-Making Impediments
- Diversity/Prejudice Issues
- Financial Restraints
- Impediments to Job Performance
- Impediments to Progress
- Job Role/Occupational Box Constraints
- Leadership Communication Issues
- Leadership Trust Issues
- Leadership Vision Limitations
- Organizational Bureaucracy Issues
- Organizational Communication Issues
- Peer Competence/Fitness/Honesty
- Peer-to-Peer Communication Issues
- Peer-to-Peer Trust Issues
- Process/Practice Concerns
- Quality Control Issues
- Safety Concerns
- Sexual Harassment Concerns





Frequently Asked Questions

How much can you learn in a twenty-minute interview?

An amazing amount, if you know what questions to ask. AdvanTeam is based upon a proprietary information gathering system that ensures our ability to gain uncommon insights in a time-efficient format.

Will you give me details on what each employee said to you?

No. A paramount consideration in the information-gathering process is the need for anonymity. We strongly encourage managers to refrain from speculating or confronting employees with theories on “who said what.” These postulations are incorrect more often than not, and the speculation process invariably damages team/leader trust.

Can I suggest topics to explore in the interviews?

Absolutely. You will be consulted in advance to ensure that we’re aware of the issues affecting your team. Your insights will be melded into the AdvanTeam format to ensure that we explore both known topics of interest and any hidden issues.

Why are different facilitators used in the individual interviews and the team development session?

Sometimes, the same facilitator will be used in both sessions. More often, however, we choose to use different facilitators so that you benefit from diverse perspectives in the workshop customization process.

Will the team development session deal with our conflicts and grievances?

Your team development session will work toward solutions in a forward-thinking environment. We will address issues of concern, but we will not allow the workshop to become a gripe session or a forum for rehashing old issues. We use a carefully constructed set of ground rules to ensure that your workshop doesn’t get bogged-down by historical hurdles or incurable attitudes. Your goal should be—and our commitment will be—to move forward in a meaningful, nonthreatening, and positive atmosphere.

Who will facilitate our interviews and our workshop?

TSOD never resells contracts or uses “hired gun” trainers. You’ll work with Frank Whyte, Ph.D., and his handpicked associates, exclusively.

Do you still use form-based tools in team development programs?

Yes! In fact, our MBTI[®] Team Building and Thomas-Kilmann[®] Conflict Management programs are among the most popular workshops of their type. AdvanTeam is a more flexible option; a team development session intended for leaders who’ve used conventional team building tools, and decided to go to the next level.

Can we do the Individual Interview Sessions and receive the Leadership Report without conducting the Facilitated Team Development Session?

Yes. However, you’ll miss the real benefit of the program, which involves engaging the team’s intellectual energy in forward-thinking solutions. We will provide this service only with an understanding that it is a data-gathering service, not a team development solution.



AdvanTeam™ Logistics

This is a two-part process; the individual interview sessions and the group workshop need to be scheduled at least two weeks apart. This spacing allows us to develop your Leadership Report and plan the topics for your facilitated team workshop. As such, it's not possible to schedule the workshop component on a "last minute" basis.

The individual interviews last approximately 20 minutes each. Normally, we plan to conduct no more than 22 interviews in one day. We'll need a comfortable room for the interviews, and we'll ask for some assistance from your administrative staff in scheduling and ushering the interviews.

The facilitated team development session normally lasts three to four hours. We can be more specific with a time estimate once we've completed your leadership assessment and customized your workshop. In consideration of circadian rhythms (the "body clock"), we find it best to schedule workshops in the morning. Occasionally, a program will extend beyond the morning, and we may ask for your permission to continue after the lunch hour. You will not be charged for this; we make note of this only to discourage scheduling the morning session on a day where afternoon attendance is not possible. We'll ask that you provide a comfortable workshop room environment for this session.

Easy Scheduling

With your rate & date determined, you're set to request a TSOD Service Agreement. Log-on to www.tsod.com/express and you can reserve the ideal workshop date for your team.

All-inclusive Tuition

We never tack-on travel charges, material fees, surcharges, or other incidentals. This is an important consideration: You deserve to know the final invoice numbers, right up front.

100% Reliability

Although we work nationwide, we haven't missed a workshop—for any reason—for more than four years. We recognize that the expensive part of a workshop is sitting at the participant tables. As good partners in employee development, we treat your investment responsibly.

Full Compliance with *The Law of Effect*

If you know us as "the fun people," we make no apologies. By wrapping effective team development in colorful packages, we satisfy the adult learning *Law of Effect*, which proves that an enjoyable program is most meaningful.

[When You're Ready to Schedule: www.tsod.com/express](http://www.tsod.com/express)

[Contact us by Phone or by Internet](#)

