ACCELERATED TEAMING

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Sabre
CORPORATE
DEVELOPMENT

NEURO™
POWER.

Powered by Sabre Corporate Development
and Neuropwer

Sabre Corporate Development and NeuroPower:

- We provide training in leadership development and transition, accelerated team development and cultural transformation.

- We integrate the latest insights from neuroscience with experiential learning, philosophy, psychology, sociology and best practice management theory to provide a sophisticated approach to driving behavioural change and increasing performance through the application of the NeuroPower Framework, developed over the last 25 years by Author and Strategist, Peter Burow.

The Accelerated Teaming Approach:

- For too long, leadership theory and practice has been far too individually focussed. What we know from neuroscience is that an enormous amount of our behaviour is driven by the teams, groups or 'tribes' we are apart of.

- What this means is that the 'culture' of a team or an organisation is far more powerful in driving a leader's behaviour than traditional management theory would have us believe.

- In order to influence a persons behaviour, you must do so by working with them in the context of their team.

- A high performance organisation is simply a collection of high performance teams who are passionate and aligned to the organisational direction.

- The NeuroPower Accelerated Teaming process is designed to fast track the development of teams to high performance by applying cutting edge insights from neuroscience along with best practice management theory in a practical and engaging method.

- It does this by taking teams through a highly structured process to build trust, develop respect and draw on individual strengths to increase performance and achieve outstanding results.

- Accelerated Teaming builds teams to breakthrough levels of trust, creativity, drive, collaboration, clarity and strategic thinking.

Accelerated Teaming Delivers:

1. A process and framework for building positive cultural alignment within teams and organisations;

2. Significantly increased capability of leaders to manage themselves and lead their teams;

3. Processes for effectively managing conflict and then to turn it into creativity and innovation;

4. Leaders with increased self-awareness of their leadership style and the leadership styles of others; and

5. A more productive and healthy workforce that is committed to personal and professional growth.

Accelerated Teaming Modules:

MODULE 3 - Driving Collaboration

This module looks at the brain's rational system in order to provide participants with an understanding of personality and signature strengths and how to leverage from the strengths of the team to shift performance to new levels.

The module introduces and explores the Strategic Mindsets framework which outlines and explains a personal rational personality profiles and then explores the value they add to the organisation from a leadership perspective and examine how well they are utilising this strength.

This step introduces the team to Strategic Mindsets – their personal thinking style that creates and realises value for the organisation.

The Strategic Mindsets session incorporates an evaluation as to the extent to which leaders are effectively using their strengths and the strengths of the people in their team in order to create group genius.

MODULE 2 – Engaging Your Team

This module looks at how the brain's limbic system drives people's reactions, perceptions and behaviour – including how they resist change, their triggers for conflict, what motivates them, their preferred communication styles and how they make decisions.

During this session the team will explore how the emotions of each team member impact on the effectiveness of their team. This is achieved through an understanding of the nine emotional patterns or types that most commonly emerge in teamwork.

Participants will learn about each of the nine Core Belief clusters, explore individual trigger points, examine compatibility and undertake one-on-one 'Pinch-Crunch' sessions in order to develop increased capability in managing their personal emotional reactivity and in managing business-as-usual conflict within their team.

MODULE 1 – Leading Yourself and Others

This module uses the RELISH Method to explore the Six Needs of the Social Brain that drive individual, team and organisational performance and that effective leaders must master in order to build stable, innovative, goal-oriented, cohesive, informed and optimistic individuals and teams.

The Six Needs provide a new lens through which leaders can view the complexity and intricacies of human behaviour. They reveal the core elements of human motivation and offer a comprehensive approach for leaders to understand themselves and others in the team environment.

Participants will learn how to apply the RELISH Method to every day leadership activities such as communication, meetings, problem solving, coaching and difficult conversations.

RELATEDNESS

People need to be part of a group that is cohesive, fair and safe. The evolution and growth of the prefrontal cortex was driven by the need to survive and thrive by remaining secure within our social groups. People define themselves by the groups they belong to and are highly sensitive to social rejection and exclusion.

EXPRESSION

People need to express emotions. Unexpressed emotion and activity in the amygdala is related to a significant decrease in cognitive ability and can seriously reduce team performance. Labelling emotions appropriately reduces this load. (**Labelling is enabling!**)

LEADING THE PACK

People need to drive action and to see results to feel a sense of achievement, autonomy and growth. Status, recognition and independence are key drivers of satisfaction and must be managed to foster healthy passion rather than unhealthy competition.

INTERPERSONAL CONNECTION

People are naturally focused on connections with others and to feel genuinely understood. Our mind is dedicated to helping us interpret and understand others. This system helps us feel what other people feel and is intrinsically linked to the positive relationships we form with others.

SEEING THE FACTS

People need feedback and having all the information at hand. We adapt constantly to external feedback. The primary source of this feedback is through the eyes and large regions of the brain associated with visual processing. Often we need to see it to believe it and the brain is always looking for continuous feedback.

HOPE FOR THE FUTURE

People need to move forward based on hope for the future.
Our sense of anticipation constantly projects into the future the consequences of staying on the current path.
Importantly, our level of hope is directly linked to our sense of whether our current path will lead to a positive future.

Using the RELISH Method for Leadership Development and Succession (cont)

	Relatedness	Expression	Leading the Pack	Interpersonal Connection	Seeing the Facts	Hope for the Future
Enterprise Manger (CEO)	Defines the role of the Enterprise in the wider community and connects the Enterprise with key external stakeholders.	Establishes an emotional identity for the Enterprise that aligns with the strategic positioning of the organisations value proposition.	Drives the Enterprise forward with key strategic initiatives that shape the policy of the organization in five-to-ten year timeframe.	Builds social architecture that connects people within the organisation and the organisation with its key stakeholders.	Identifies long-term trends and the impact these will have on the long-term horizon of the Enterprise.	Articulates a clear future vision and strategy for the Enterprise with a 5 – 10 year horizon.
Group Manager	Develops the role of the Group based on the best profit scenario and option most likely to create competitive advantage.	Fosters widespread cross-pollination of ideas and approaches by introducing new paradigms from internal and external sources.	Make trade off decisions based on an evaluation of the relative performance of each functional area and decides on how to break into new markets and exit others.	Builds programs that allow the Functional Managers to grow to general business managers. Connects staff across the business, community, industry and government.	Strategically allocates resources and clearly articulates the process used to allocate resources. Develops effective risk management and decision-making processes.	Articulates a clear future vision for the Group with a 5-year horizon. Uses intuitive judgement and experience to navigate through uncertainty and risk.
Division Manager	Integrates the roles of the different functions into one coherent business.	Fosters innovation and agility through creative thinking, adapting ideas and thinking outside the box.	Makes key trade-off decisions that will ultimately foster performance and develop a business strategy.	Grows the Function Managers and build programs that allow functional managers to grow the general business managers.	Integrates the plans of diverse functions into one effective business and explore margin and volume.	Explores the future of the business and - as expected, best case and worst-case scenario plans for the business.
Function Manager	Pulls together a functional unit into one bigger team and clearly defines the role of the function within the broader business.	Encourages the sharing of ideas through formal and informal meetings and encourages the adoption of new practices within the business.	Drives functional performance through the development of a functional strategy, selling the value and potential of the function.	Develops the ability to connect with other Functional Managers and deal with ambiguity and topics that are outside their functional expertise and experience.	Secures the financial and people resources required to achieve the function outcomes.	Explores the future of the function and develops best case and worst case scenario plans for the function.
Manager of Managers	Clearly articulates the role and value of the team relative to the rest of the organisation.	Helps others to express their feelings in a constructive way and encourages first line managers to foster innovation.	Delegates responsibility for deliverables to Manager of Others and provides constructive performance feedback.	Coaches others to develop greater people and leadership skills and develop their emotional intelligence.	Prepares annual plans for the teams they are responsible that are connected to the functional strategy.	Focuses on the bigger picture and articulate what the future will look like to the team in 12 months time.
Manager of Others	Clearly articulates the role of each team member and the value they add to the team.	Expresses ideas and feelings in a self-managed way and coaches direct reports how to do the same in order to foster grass roots innovation.	Sets targets and KPI's for team members and provides regular, constructive feedback on how they are performing.	Actively listens to others and applies the principles of emotional intelligence to their team members and other stakeholders.	Effectively plans the work of the team, delegates tasks and tracks progress.	Keeps an eye on the next three months to ensure the team is prepared for what work is coming up next.

Application | Leaders using the NeuroPower framework represent a wide range of organisations including:

AMP | ARUP | Australian Institute of Customer Service | Arts Qld | BHP Billiton | BMA Coal | Boyne Smelters | Brainmates | City of South Perth | City of Mandurah | Corporate Air Services | Commonwealth Bank | Credit Union Australia | Dairy Farmers Co-Op | Department of Primary Industries | EDS Australia | Electaserv | Emirates Airline | Environmental Protection Agency | Forest Products Commission WA | George Patterson Y&R | GE Money | Great Barrier Reef Marine Park Authority | HSBC | Kafe Coaching India | Local Government Association WA | Main Roads Qld | Macquarie Bank | Mondo Consulting Malaysia | NRMA | NSW Rail Infrastructure Corporation | Pacific Coal | Performance Frontiers | PricewaterhouseCoopers | QMI Solutions | Queensland Health | Queensland Motorways | Queensland Museum | Queensland Rail | QRNational | Queensland Sugar | Queensland Transport | Queensland Womens Legal Service | Rigby Cooke Lawyers | Rio Tinto Alcan | RACWA | Royal Melbourne Institute of Technology | Stryker | Suncorp Group of Companies | The Difference | Thiess | Trilby Misso Lawyers | Unisys | Vale Australia | Virgin Australia | Vision Personal Training | Westpac Bank | Whitbread Insurance

Contact Us | Are you ready to take your teams to the next level of performance?

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