



INTENTIONAL TEAMS

Creating great teams by helping each professional discover their unique design and their best natural “fit” within the team. Each individual will learn and truly know how they can use their abilities to best contribute to the team’s success.

We’ve all been part of what seems like countless organizational initiatives, and through our own experiences, we know that almost all those programs have failed. And, of the few that were described as “successful,” the improvements were incremental at best and not at all long-lasting.

HERE ARE A FEW QUESTIONS FOR YOU TO CONTEMPLATE:

- Do you want your team to perform and function at a higher level?
- Is your team “stale” and in need of true change? Does “something” just not feel quite right about the team you lead?
- On your team, is there a lot of talking about each other instead of to each other? Is the team “nervous” and on-edge?
- Is there obvious or even subtle underlying conflict within your team?
- In today’s “virtual” world, does your team feel disconnected or misaligned?
- Are decisions painful for your team? Does your team spend seemingly endless time trying to gain “consensus” instead of taking action?
- Are you falling woefully behind on your reading of the “book of the month,” and are you tired of trying to improve your team with such silly efforts?

Do any or all of the above questions or symptoms sound uncomfortably too familiar? **Intentional Teams** will help you truly transform your organization by instilling long-lasting, effective, positive, and genuine change. The resulting team will be totally aligned and will be one that is “by design” instead of “by accident”. Every function on the team will be purposeful and filled with a professional who is a perfect “fit” for that position. The happiness of the team members will be raised, the productivity of the entire team will improve, and the entire organization will clearly see the positive difference in your transformed team.

Skeptics will ask, “Why will this program work when others fail?” Good question. The simple answer is that we create alignment by addressing the human spirit, and thus the spirit of the team. This gut-level change results in lasting improvements in morale, individual productivity, teamwork, and organizational success. At Lone Oak, we have actually built and successfully led teams and organizations; firsthand, not just in theory. We have experienced success and we have also experienced setbacks and failure. This program was developed out of a sincere desire to help other organizations benefit from the lessons learned (both good and bad) firsthand. The developer of the program, Jim Lieske, is the very professional who will facilitate this proven methodology to your team, walking with them every step of the way through it.

THE PROCESS

Intentional Teams uses the basic principles of Lone Oak's The Intentional Professional process, but in a group/team environment. Intentional Teams is unique in its common-sense-based simplicity, and it is effective because of the close working relationship between the participant and the facilitator. The formal curriculum is made up of 12 distinct but interrelated modules:

1. Introduction/Philosophy
2. Life Story
3. "Box & Arrows" - Decision-Making
4. Personality Style
5. SWOT - Personal Inventories
6. E-M-L Model
7. Values
8. Dreams
9. Personal Mission Statement
10. Professional Vision Statement
11. Team Vision Statement
12. "Now What?" – Conclusion/Action Plan

Intentional Teams is a comfortable blend of both personal and group work. While the process is primarily interactive and free-flowing, participants will not feel that they are wandering around aimlessly; there is structure to keep both the individual and the team a focus.

We meet formally at least 12 times, once per module. Meetings are offsite in a location convenient for all parties, usually in a Board Room–type setting that is professional and comfortable.

DELIVERABLES

In addition to other "custom" goals that the participants and facilitator agree on in the first meeting, four tangible "contracted deliverables" will come out of this process:

- **Personal Mission Statement**
 - This is the individual's and the individual's alone, to be shared only if and how he or she chooses.
- **Professional Vision Statement**
 - This written document addresses the statement, "Based on what I've learned about myself through this process, this is how I see myself best fitting into and contributing to the team – and why."
- **Scouting Report**
 - This is written by the facilitator about each participant, based on the experience with the participants throughout their time together through this process. It is written to the participant, with his/her full knowledge of it, and with the clear understanding that he/she will get a copy.
- **Team Vision**
 - The team will collectively craft a vision, which they fully endorse and enthusiastically support.

This process will work where others have failed because the methodology is solid, because it has proven to be successful, because it is simple, and because it is built on common sense. Most importantly, it will work because we personally facilitate and lead your team through this process. It will work because we will be there alongside you, our sleeves rolled up, to guarantee both its immediate and long-term effectiveness.



Lone Oak Group

8220 Commonwealth Drive, Suite 202

Eden Prairie, MN 55344

952-906-3500 jlieske@LoneOakGroup.com