



Leadership and Team Effectiveness Program

Self, Interpersonal & Strategic Mastery

Objectives

The SeeChange Leadership and Team Effectiveness program aims to develop strong leaders and teams whose players work together productively and collaboratively, think strategically, plan and execute effectively, and are open to the changes necessary to grow and evolve.



The SeeChange program focuses on key levels of improvement:

- Personal - Building awareness of yourself and your strengths and weaknesses as a leader and team member.
- Interpersonal – Improving your understanding of your team and developing skills and tools to improve your effectiveness as a team.
- Strategic – Enhancing your strategic capacity in the areas of people management, stakeholder/partner engagement, project management, and change management.

Hands-on Learning

In the SeeChange program, you will not only learn, you will DO. All SeeChange workshops include theory and training on best practices, developed based on years on experience with groups; but also hands-on exercises engaging participants to work with each other and practice the skills they will need in the real world.

Actionable Plans

All SeeChange programs focus on sustainability. Training is simply a pointer – but SeeChange ensure that planning is built-in. All participants walk out of the room with a personal learning plan; and for intact teams, we help the group commit to organizational goals that will move the group to the next level in terms of its morale and productivity.

Tailored Options

SeeChange provides a range of Team Effectiveness options:

- Executive/Awareness Program (Half to Full-Day)
- Techniques for Effective Teams Program (2-Day)
- Full Techniques & Process Program (3-Day)

We realize that one size does not fit all needs and budgets. Additionally, some clients choose to start with a starter program, gather some data and get the conversation going, then expand from there.

SeeChange works with our clients and potential clients to clarify your needs and tailor a program to address priorities, timeframe, and budget. We choose the right set of workshop elements, from the baseline program, and augment it with additional modules and exercises, when and as needed.

Coaching for Ongoing Support

One-on-one coaching with leaders and targeted staff provides the personal guidance you need to stay on track, checking in on accomplishments, challenges and opportunities, and next steps to continue the evolution of your team.

SeeChange Expertise

Anne Pellicciotto, founder and president, has 20 years' experience with personal, team, and organizational change in diverse environments, from IT transformation to reorganization, new leader and staff integration, and new program/product launch.

Her clients include government, business and non-profits. A partial list includes: The World Bank, Conservation International, World Resources Institute (WRI) Latin American Youth Center, Amazon Conservation Team, National Peace Corps Association, DC Government, IRS, NRC, Greater Washington Hispanic Chamber of Commerce.

Anne is a master facilitator certified in the FAST approach, with a track record facilitating hundreds of planning, training and team-building sessions. She provides leadership coaching focused on helping social entrepreneurs, small business and non-profit leaders envision and realize their goals.

Anne is a Returned Peace Corps Volunteer (Mexico 2010-12), and focused on sustainable small enterprise development specialist for SEMARNAT (the Mexican EPA). She is fluent in Spanish and proficient in Portuguese.

Anne has M.S., Organization Development, American University and a B.S., Business Management, Decision Information Sciences, cum laude, University of MD, College Park.

SeeChange is a certified small business (CBE) registered and based in Washington, DC.



Client Testimonials

“Excellent design and delivery of content and very stimulating, interactive discussion.”

“Good theory and practice of communication and collaboration - clear and useful tools.”

“Knowledgeable facilitator kept us on schedule, answered questions well, and was supportive of participants' input.”

“Anne has been a great trainer and coach. Her guidance has been quite beneficial in taking my team to the next level.”

“Anne helps to push you forward. She makes herself available and helps us stay accountable. From 1 to 10 she is a 20.”

SeeChange Consulting LLC

Washington, DC 20010

202.588.0274 land

202.733.7095 cell

<http://www.linkedin.com/in/annepellicciotto>

SeeChange Baseline Program Outline – Leadership and Team Effectiveness

I. Introduction

- Objectives, agenda, roles, ground rules
- Icebreaker exercise
- Overview of the 3-dimensions of good leadership: Self-Awareness, Interpersonal Skills, Strategic Leadership.

II. Building Self-Awareness – Applying it to Your Team

- Appreciative inquiry assessment of group and self
 - Group – Strengths? Opportunities for improvement?
 - Self – Strengths? Opportunities for improvement?
 - Instruction/reflection – What is Appreciative Inquiry (AI)?
 - MBTI as a Tool for Self-Awareness and Leadership
- Define your learning plan – 1 or 2 goals per leadership dimension

III. Mastering Interpersonal Management – Communication & Collaboration

- Leader as facilitator
- Collaboration and participation
- Brainstorming
- Giving & receiving feedback
- Conflict management – MBTI/awareness of differences as a tool
- Empowerment and accountability – building future leaders
- Delegating and supporting
- Problem-solving orientation
- Decision-making

IV. Strategic Leadership – Case Study

- Project Management Knowhow – dealing with time/budget constraints
- Stakeholder Analysis & Partner Engagement
- Change Management – adapting, pivoting, transitions, transformation

V. Learning Plan Review, Course Evaluation and Closure

- Learning Plan Update – Ongoing Tool for Performance Improvement
- Key Learnings and Closing Activity
- Group Evaluation (Plus/Delta)