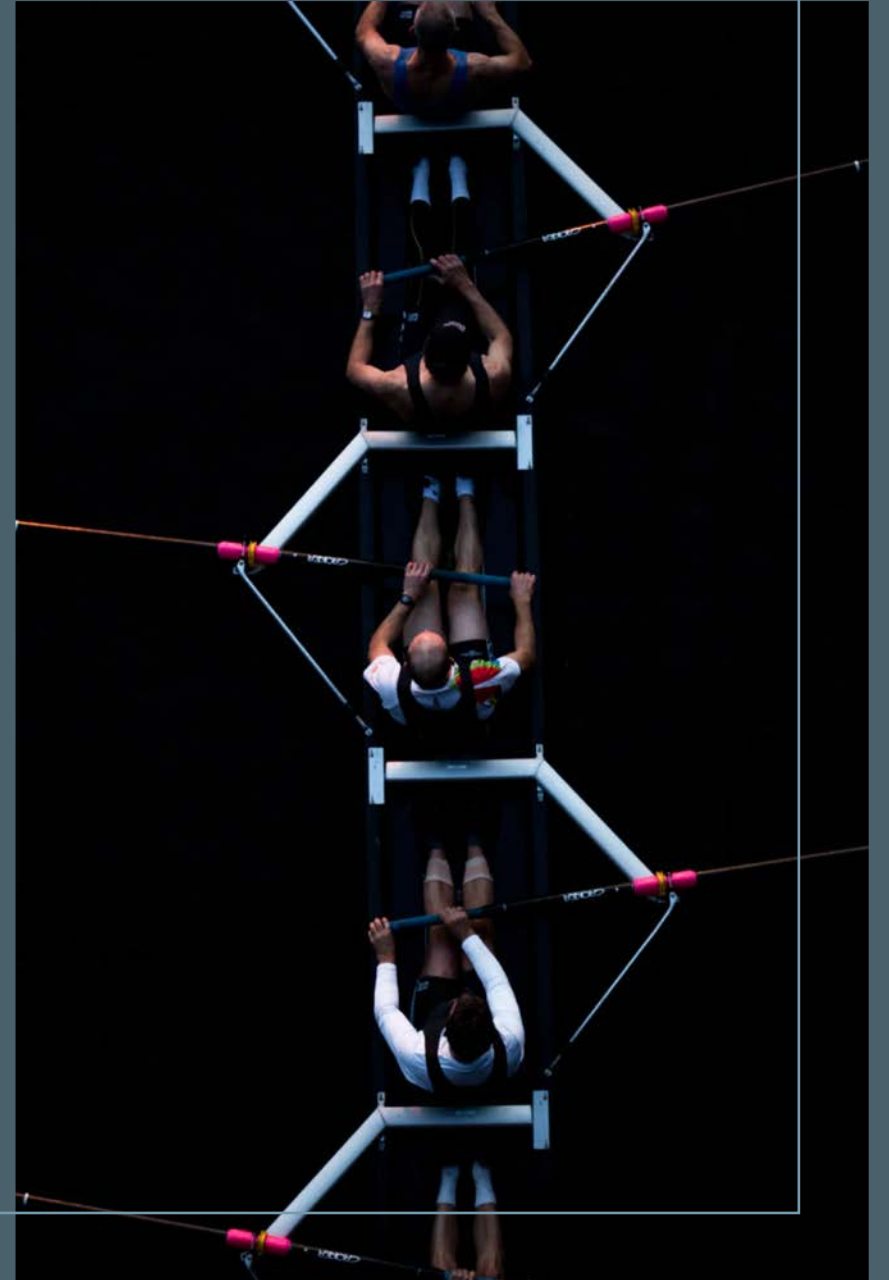


SHORELINE PARTNERS, INC.

TEAM TRANSFORMATION PROGRAM

The next challenge will demand more
Equip your team to excel



MOST LEADERS KNOW
THAT, IN ORDER TO
SUCCEED, TEAMS NEED:

1

Momentum

2

Strong Trust

3

Healthy debate

4

Mutual Reliance

5

Shared Ownership

6

A Learning Culture

PLAYING TO WIN

AND YET, UNDER
PRESSURE, THE SAME LEADERS
PRODUCE THE OPPOSITE:

1

Inertia

2

Strained Trust

3

Tense
Discussions

4

“Go-It-Alone”
Mentality

5

Mine vs. Yours
Thinking

6

A Defensive
Environment

PLAYING NOT TO LOSE



TEAMS THAT TRANSFORM
CAN OVERCOME THIS
CHALLENGE AND ACHIEVE
MORE THAN THEY
THOUGHT POSSIBLE



TEAMS THAT DON'T...
THEY REMAIN STUCK,
LOSE THEIR
CONFIDENCE, AND
LIMIT WHAT IS
POSSIBLE

TRANSFORMATION

We know how to help teams succeed on this journey,
but...





BE WARNED

Our Team Transformation Program
requires leaders to radically change the
way they think about teamwork

LEADERS & TEAMS WILL NOT BE THE

SAME





THE TEAM TRANSFORMATION PROGRAM

TEAMS HAVE BLIND SPOTS

PEOPLE THINK THAT THEY...



Are transparent



Listen to others



Use open agendas



Accept differences

BLIND SPOTS

BUT THEY ACTUALLY...



Withhold important
information



Compete for air-time



Use hidden
agendas



Reject different views

LIMIT IMPROVEMENT

Our Approach

OUR TEAM TRANSFORMATION PROGRAM TARGETS THESE BLIND SPOTS HEAD ON:

1

We start with The Frank Case - a video-taped role play of a common workplace scenario

3

They realize that there is a gap between who they think they are and who they actually are

2

Reviewing the tapes serves as a “wake-up call” for the team, compelling participants to rethink their approach

4

This insight is the catalyst that sparks the transformational learning journey and propels the program

“The Frank Case... it hits you between the eyes. That’s what I’m looking for with this kind of team development work. If you can’t touch, feel, understand the recipe and then use it to go out and ‘make cookies’ in the real world... then its just all theory. This program is the real deal.”

SVP
Operations



IMPACT



WE ASKED...

14

FROM

08

ACROSS

05

EXECUTIVES

FUNCTIONS

INDUSTRIES

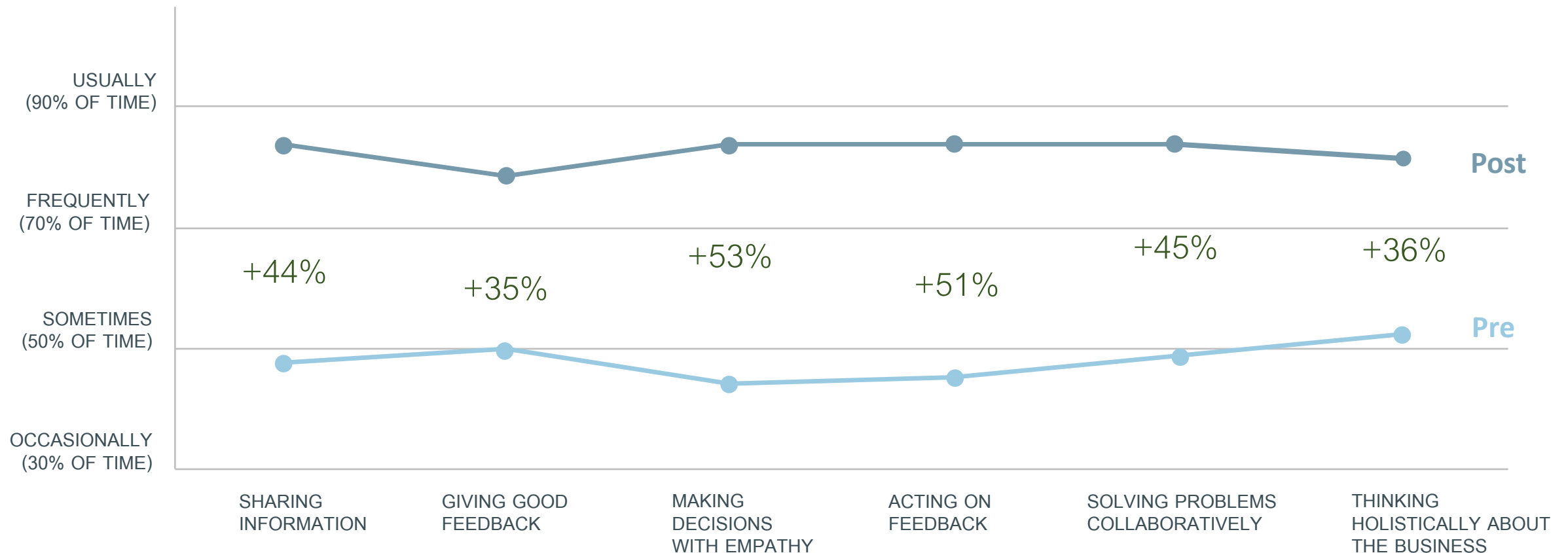
What was your experience of completing the Team Transformation Program with your team?

HERE IS WHAT THEY SAID:



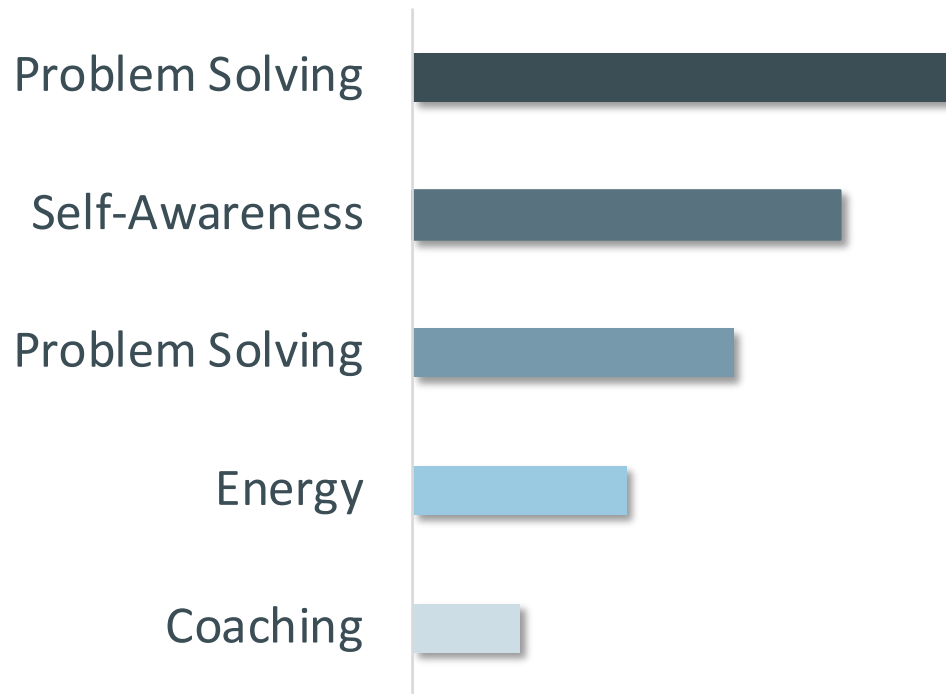
MEASURING IMPACT: SURVEY DATA

How did the behavior of your team change as a result of this program?



MEASURING IMPACT: INTERVIEW DATA

“AS A LEADER, I’VE IMPROVED WITH
REGARDS TO...”



“AS A TEAM, WE’VE IMPROVED WITH
REGARDS TO...”



MEASURING IMPACT: INTERVIEW DATA

“AS A LEADER, I’VE IMPROVED WITH
REGARDS TO...”



CONFLICT

“Going into what I expect to be a tough conversation, I now plan in advance, I use the framework. I’ve found in doing that... many times, I’m surprised in a positive way with the outcome of the conversation.” SVP Operations

SELF-AWARENESS

“More self-awareness as to how I’m showing up and catching myself if I’m headed down a path that is my historically comfortable way... I become aware of it much quicker and am able to mentally shift gears.” SVP Manufacturing

PROBLEM SOLVING

“I’ve shifted from ‘how am I going to show up and prove my point’ to ‘how am I going to show up, get some good information, and create a good outcome.’”
SVP Product Development

PERSONAL ENERGY

“When I’m being challenged by someone, my new ability to take the stance of ‘I need to learn more, I want to understand your perspective,’... that has freed up so much energy for me.” VP Quality

COACHING

“I’m doing a better job of taking the time to understand my team members. This helps me to include their thoughts into the solution, creating a culture of empowerment. This expands my capacity as a leader because I’m more confident in the delegation that I’ve offered.”
CEO Building Supplies

MEASURING IMPACT: INTERVIEW DATA

“AS A TEAM, WE’VE IMPROVED WITH
REGARDS TO...”



PERFORMANCE

“We are listening more... and we are making faster, more accurate decisions... we are creating more accurate, win-win decisions.” SVP Customer Support

TEAM CULTURE

“As a team... we learned and we grew... we built a lot of trust... we learned to handle surprises in a good way. Also, we also created a culture of reaching out for help... this was an ‘add on’ that I didn’t expect to get from the program – but we did.” VP Quality

EFFECTIVE CONFLICT

“With these skills, we are able to see the symptoms early and address the conflicts before they become exacerbated by time and repetitive violations”
VP Capital Project Management

CHANGE AGILITY

“During this time of COVID-19, with our new mindset and skills, we made tough decisions in a good way... and I don’t know, if a year ago, we would be able to survive as a team, let alone thrive like we have.” SVP Operations

TEAM LEARNING

“I have team members who have become much more open... they used to get very defensive when there was feedback on presentations or push back... now they are much more open to feedback. And, they’ve become much more receptive to my coaching.”
VP Product Strategy



THE NEXT CHALLENGE
WILL DEMAND MORE

EQUIP YOUR TEAM FOR
EXCELLENCE

TEAM TRANSFORMATION
PROGRAM

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DELIVERING TEAM EXCELLENCE - GLOBALLY
www.shorelinepartnersinc.com