



The Cowboy Solution

## High Performance Team Development

Becoming a high performance team is the most critical factor for organizational success. While it starts at the top it is important at all levels of the organization. And, it just may be simpler to achieve than one might think. It is the one thing that takes any organization or team to the next level.

High performance organizations start with high performance leaders of that organization. If you want to start on that journey the join The Cowboy Solution for our High Performance Team Development program.

*If you want to take your organization to a significantly improved performance level you need to go see Don Hutson this week. Cary Stockdell: Director of Organizational Development, Swift Energy*



## The Cowboy Solution

### High Performance Team Development

#### Training Overview

#### Day One

##### Training Goal

*The goal of Day One training is focused on learning about the back-to-basic principles necessary to build strong team partnerships and the individual's role and responsibility in the process. Participants will work with horses in an experiential environment in each session to apply learned principles to real world situations. Each session concludes with participants defining specific actions – personal and team - that can be taken to ensure success of the team.*

**Morning Session:** After coffee and conversation, participants work through a series of interactive exercises to experience the back-to-basic principles of successful leadership and powerful partnerships. All of the morning sessions focus on personal change and responsibilities. At the end of each session participants relate the learnings to real-world applications and define specific ways to implement what has been learned. Specific individual and team commitments are also made.

Morning sessions include...

- Individual Roles and Responsibility
  - Leadership
  - Team
- Building the Solid Foundation
- Actions and Commitments

**Afternoon Session:** After lunch, participants experience using the principles from the morning session in real-world applications with an emphasis on building and using strong teams to achieve success. The afternoon sessions concentrate on communication style and techniques. At the end of each session participants relate the learnings to real-world applications and define specific ways to implement what has been learned. Specific individual and team commitments are also made.

### Afternoon Sessions Include...

- Communication Defined
- Communication Clarity
  - Individual Communication Clarity
  - Understanding the Needs of Others
  - Applications
- Defining Specific Internal Applications
  - Procedures
  - Accountability
  - Timelines
- Experiencing Teams in Action
  - Applying the Learnings of the Day
  - Actions and Commitments

**Evening Session:** After the day of training participants are able to relax around the ranch and reflect on the day. After a social hour, dinner is prepared by our executive chef or our award winning chuck-wagon chef and served under the stars.

**The Sprit of the Campfire – Reflections of the Day:** As an end to the program participants are able to sit around the campfire and reflect on all the events and “learnings” of the day. This session is one of the most powerful and provides a great atmosphere for genuine team and personal commitments.



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### High Performance Team Development

#### Training Overview

#### Day Two

##### Training Goal

*Day two training focuses on defining the team brand including the “why and what” of the organization and the “why and what” of the team. The training will also determine how this brand is to be specifically demonstrated and evaluated within the team and within the corporation. Several exercises will be used to demonstrate how the “learnings of the day” can help significantly achieve success.*

**Morning Session:** After a cowboy breakfast participants will have a brief session with the horses as a reminder of the leanings and the actions from Day One. The remainder of the morning will be concerned with determining the team’s brand. Emphasis will be on building a detailed process as well as determining explicit actions (team and individual) that implement the process throughout the organization.

Morning Sessions include...

- Building the Brand
- The Brand in Action
  - Personal & Team Procedures
- Commitments
  - 30-60-90

**Afternoon Session:** After lunch participants will work with the horses in specific exercises designed to take the team from good to high performance. Emphasis is on using the procedures and actions from the morning session to demonstrate how to apply the principles to real world situations. The final part of the afternoon is all about personal and team commitments and accountability as well as specific timelines for implementations.

Afternoon Sessions include...

- Going from good to high performance
- Process
- Accountability
  - Personal & Team

- Celebration
- Debrief
- Adjourn