



SOURCE CONSULTING GROUP



Development Consulting For Extraordinary Teams

www.SourceConsultingGroup.com

© 2018 No duplication of any text herein, in any format, without written permission.

EXCELLENCE & HIGH PERFORMANCE...

What's a High Performance Team?

It's an aligned group of people, committed to a common purpose, consistent with high levels of collaboration and innovation, who produce superior results; *i.e., they crush it.*

It's just jargon until you make it real.

High performance teams live and breathe a commitment to excellence. You can't just talk about it or throw in an occasional superficial fix to get there. You get an excellent team by **consciously investing** in its development. In paradigms that settle for mediocrity, team development is considered extraneous. Don't settle...

Ride the current of radical excellence – be a courageous leader and embrace the power of focused team development. Train your team for the success you envision. Make It Real.

Innovative, Impactful, Energizing, Effective, Relevant.

These are the words our clients use to describe Source Consulting Group's team development.

We Develop Passionate Teams.

We create the context where people work to ignite, sustain and maximize their passion.

How We Do It: It's Experiential

Our training is simulation based and experiential. When your people directly experience learning, it sticks. It's the foundation for high performance, and it's what we live by.

We go beyond 'the good ideas' and build skill: it's transformative learning that generates new structural awareness of the way people think and act. With new awareness, people - your people - move beyond limiting ideas and behaviors. New awareness becomes hard-wired, second nature and natural.

We help you establish a culture where people are trustworthy, effective, and engaging, **and** where team members align, innovate, and commit. We help you make this *the* everyday experience, not just a training high.

Our clients experience permanent positive changes in vital relationships and teamwork. Result: measurable increases to impact and bottom line. That's what we want to see happen for you.

We provide the necessary cultural context for skills to emerge, grow and evolve. This is what a winning team culture is all about; it fosters and reinforces team excellence.

Don't drag or coast when you can fly. We help you develop the team that soars.

In the [American Management Association's Critical Skills Survey](#), 2,115 managers and executives (across a spectrum of industries) detailed the critical skills teams really need to succeed.

- Critical thinking and problem-solving skills
- Collaboration skills
- Communication skills
- Creativity and innovation skills

Despite the data, **most teams never spend time developing these skills.** Without conscious effort to develop these skills, you're at the whim of the lowest common denominator behavior on your team. Where do you want to invest?



The Elements of Program Excellence

Interview: We meet in person or via phone to listen and learn about you, your team, your needs, your objectives. Then we design for your total success.

The Following Proven Learning Process Is Built Into Every Program.

Education: Introducing the ideas and facts pertinent to the skills > *building readiness*

Education puts the facts in place: makes the case, readies the intellect.

Training: Practicing information/skills in simulation-based training > *relevance and synthesis*

Training hard-wires the skill development (behavior change) through use of simulations with customized simulations **or** a combination of custom sims with our [team building program options](#).

Coaching: Receiving 'in the moment' support brings the information/skills to work > *sustainability*

Coaching assures the skills are functionally integrated and practiced in the day-to-day workplace reality. Though clients may see coaching as optional, we see more real results take root with this step.



High Performance Training | Our Primary Program

Develop Excellent Communication | Access Constant Alignment | Expand Teaming Capacity

In other words, let your team rock! We know the commitment it requires; and we know the huge payoff. Using brilliantly designed simulations, this is instant team shift. Start living High Performance behavior, beyond theory and good ideas. Our extensive experience and depth of facilitation lights up massive forward momentum for your team.

Program Options

INFUSE: Our entry level process for an up to 4 hour (half-day) program

Infuse ignites behavior change and thinking shifts; in just 4 hours you will see your training objectives activated and deeper learning take place.

- Agenda customized for your objectives
- 3 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Skilled debrief to mine for immediate, concrete learning takeaways

Cost: Call for current costs (*Range is \$800-\$1500, plus expenses based on group size, process & location*)*

ENGAGE: Our intermediate process for an up to 8 hour (full-day) program

Engage deepens the learning process and sets the stage for sustained excellence and high performance to emerge. Engage provides the context to initiate real skill developing and behavior change.

- Agenda customized for your objectives
- Up to 6 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Didactic processes for learning synthesis and personal accountability
- Skilled debriefs to mine for immediate, concrete learning takeaways
- Action planning for ensuring learning is taken into daily workplace practice

Cost: Call for current costs (*Range is \$1800-\$2500, plus expenses based on group size, process & location*)*

Continued...

Program Options *continued...*

TRANSFORM: Our comprehensive process for an up to 3-day program

Transform unlocks your team's power; it generates the energy for enterprise-wide activation of a truly successful, high performance culture. Transform moves team potential into empowered action.

- Agenda customized for your objectives
- Survey of participants to target learning and focus
- Up to 12 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Didactic processes for learning synthesis and personal accountability
- Skilled debriefs to mine for immediate, concrete learning takeaways
- 15 min 1:1 focused coaching sessions with a High Performance workbook for each participant
- Action planning for ensuring learning is taken into daily workplace practice

Cost: Call for current costs (*Range is \$1500-\$2000/day, plus expenses based on group size, process & location*)*

***Note:** *We offer real discounts for non-profits, educators, and youth serving organizations, just ask!*



High Performance Training Outcomes

Teams where people stand solid in their confidence, where people are massively internally motivated: that's a game plan for satisfaction and fulfillment. *Turns out, it's also a game changer for success.*

Our High Performance Training helps Your people:

- Deepen the quality of all their relationships
- Hold themselves and each other accountable for excellence
- Experience deeper fulfillment in work (and home life)
- Expand personal confidence and empowerment

Our process is:

- **Experiential:** Using active/simulation-based learning and movement
- **Reflective:** Using potent exercises for personal awareness development
- **Honest:** Utilizing 20 years of skills in holding people accountable to their excellence
- **Sustainable:** With manuals and integration commitment process as part of the design
- **Transformative:** Feel different, think different, be different - release limits, redefine what's possible!

Teams learn high performance by engaging in real skill development, not power point or lecture.

Our robust, simulation-based team building process develops the behavior and deepens the understanding that yields excellence. There's no guess work: simulations clarify required learning and our facilitation brings the tools to develop excellence. We're not just about awareness; we're about actual behavior shift.

What people say...

“Solomon is an exceptional consultant who provides insights and guidance into the quality of work and performance in the corporate world. His understanding and comprehensive strategic mind helps individuals and teams create alternative effective paths to professional excellence.”

G. Lloyd | Executive Director, World Ventures Foundation

“Thank you for doing an outstanding job for both our workshops. Both groups were so appreciative of your facilitation style. I think they had some reservations at the beginning since they are not accustomed to working as teams but you did great as always on communicating the importance and impact of high functioning teams. I have heard nothing but positive comments and how excited they are about moving forward and working together! Amazing!”

H. Jhaveri | Executive Director of Housing, Dining & Hospitality Services | University of California San Diego

[Click here and read more about what our clients say.](#)

Solomon Masala | Managing Principal | Source Consulting Group | 512.293.2400

www.sourceconsultinggroup.com | solomon@sourceconsultinggroup.com

Nothing energizes us more than seeing a team ignite. It's our passion to see individuals energized in every moment, expressing excellence in all they do. It's our passion to enthusiastically unite teams behind a mission and a vision. This is the heart of every program we deliver.

© 2018 Solomon and Gabriela Masala and Source Consulting Group.

No duplication of any text herein, in any format, without written permission.

