

# TEAM ENGAGEMENT PROCESS

## 2. TEAM COMMITMENT DAY

- Educational opening/create safety
- Listen and observe
- Reveal assessment results
- Promote dialogue
- Identify commitments KPI's

## 3. ONGOING PRACTICE

- Clarify desired changes
- Visit regularly to observe, support, correct, facilitate
- Practice new behaviors & conversations
- Evolve behaviors that reinforce desired outcomes

## 1. DISCOVERY

- Meet with leader/leaders
- Define the challenge
- Design the scope of work/budget
- Interview team members
- Deliver assessment(s)
- Schedule Team Day

## 4. SUSTAINABILITY PLAN

- Measure again: How have we done?
- What do we think now?
- What will we continue to do?
- How will we measure?
- How do we shine a light on others?

## 5. REVIEW

Follow up conversations after 6 months to see how the team is doing and what needs to be done now.

