

Crafting Team Norms

Define values. Cultivate success.

When team members don't follow the same rules of engagement, seemingly small differences can grow into frustration, impact productivity and lead to conflict. When teams are committed to following the same ground rules, we find that performance improves.

In our Crafting Team Norms workshop, we provide a four-step process to develop a set of operating norms for teams so that they can move past *storming* and get to *performing*.

Workshop Results

In a 2012 Google study of team performance, researchers found that team norms had the biggest impact on team success. Following this workshop, attendees will be able to:



Describe their operating norms and their role in performance



Create psychological safety for each Emergenetics Attribute



Begin integrating their newly created team norms



Assess their success and adjust norms to improve communication and performance



Who should attend this Power of WE™ workshop?

Intact teams who are:

- Experiencing conflict
- Bridging different values
- Looking for ways to collaborate more effectively and efficiently
- Building their culture and rules of engagement

What is the workshop agenda?

Topics covered include:

- Discussing the importance of team norms and psychological safety
- Understanding each Emergenetics Attribute's approach to psychological safety
- Crafting team norms through a four-step process
- Building your rules for engagement
- Creating individual and team action plans to enact your new norms



What activities are involved?

Our dynamic and interactive workshops encourage experiential learning to maximize retention through:

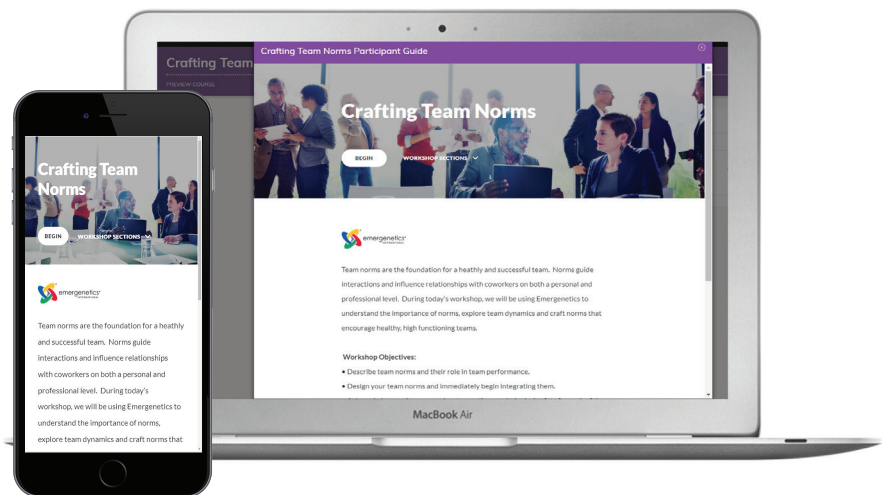
- Warm Up Activity: Reflect on a memorable team experience
- Emergenetics Attributes and Psychological Safety: Identify what each Attribute needs to feel safe
- Behavioral Line Up: Identify how to support psychological safety across the entire spectrum of behaviors
- Crafting Team Norms: Identify behaviors and values with which to align their norms
- Commitment: Agree to practice the norms and evaluate their effectiveness

Facilitator Materials

- Workshop Slides
- Facilitator Manual and Activity Handouts

Participant Resources

- Digital or printed participant guide
- Pre- and Post-workshop eLearning
- Individual Roadmap with Action Steps



Contact us today to help your teams learn to work together effectively!