

Are you facing an increased call for supporting intact teams?

Is your organization committed to sustained team development where learning is supported as a process rather than an event?

The Insights Navigating Team Effectiveness (INTE) Qualification gives you access to the INTE assessment, job aids, and over 100 focused team exercises that improve team effectiveness.

This multi-rater assessment can be used to track and monitor team development over time, provide evidence of improvement, and make positive, lasting changes for teams and organizations.

Building on the Discovery platform, INTE will turn underperforming teams around and take the best teams and make them even better.

Entry Criteria:

- An Insights Discovery Accredited practitioner that has maintained accredited status
- Proven experience in delivering a variety of workshops using the Insights Discovery learning system (e.g. Insights for Personal Effectiveness, Discovering Team Effectiveness, Discovering Leadership Effectiveness)

Summary

- Provides a comprehensive working knowledge of the INTE assessment
- Transfers learning with a combination of one-on-one coaching and workshop training
- Applies a robust measurement process for team effectiveness
- Creates focused skill building solutions by drawing on over 100 team exercises
- Includes high quality job aids
- Assures increased return on your organization's investment in Insights with a second level qualification



Your Journey of Team Development with INTE:

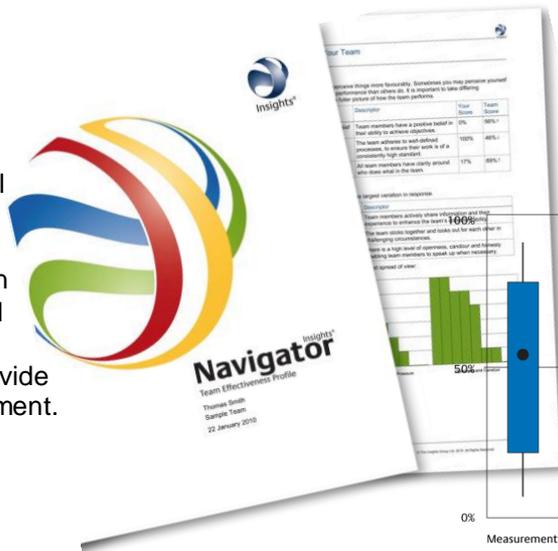
You will be immersed in the Insights Navigating Team Effectiveness (INTE) experience.

You will learn processes for measuring team effectiveness, extend your understanding of the Insights team model, and create an organizationally relevant plan for strengthening team effectiveness.

The transfer of learning includes the following steps:

1. Getting Ready: Pre-work includes a focused meeting with your INTE Coach to review the program and templates. We review the importance of internal sponsorship for team effectiveness work (if this is not already part of your mandate). You select an internal team as your primary focus during your learning process. This team will complete the Navigating Team Effectiveness assessment – resulting in quantitative data about the team’s current effectiveness against 32 behaviours for successful teams.

You will also participate in an e-learning module and complete an assignment. Your INTE Coach will provide feedback on your assignment.



- Orientation:** This full-day workshop experience provides you with information about your own team leadership, best practices in team effectiveness, resources, and processes. You will practice reviewing a sample set of data.
- Learning Transfer:** The objective of this step is to customize a learning solution for your identified team and their unique business imperatives. Using the data from their INTE assessment, you will have the benefit of 4 hours of one-on-one guidance from your INTE Coach to create your first solution, roll-out plan, and engagement process.
- Delivery:** The final phase of the INTE qualification is to deliver your first INTE workshop. Post-delivery, your INTE Coach will provide 2 hours of support to strengthen future solutions.

Summary:

Who is this for:

- Insights Discovery Client Practitioners who meet the criteria for 2nd level learning

What is it:

- A qualification process and learning transfer for applying the Insights Navigator Team Effectiveness assessment as the baseline for ongoing team development

When is the next Qualification:

- Contact our office to discuss the next INTEQ session. Remember, registration closes at least one month prior to allow for pre-work and one-on-one preparation.

Where:

- One-on-one preparation is done at your work place or by telephone for distance candidates
- Workshop venues will be confirmed at least two months prior to the session and details provided to those registered.

Why:

“Teamwork is the fuel that allows common people to achieve uncommon results”
Andrew Carnegie