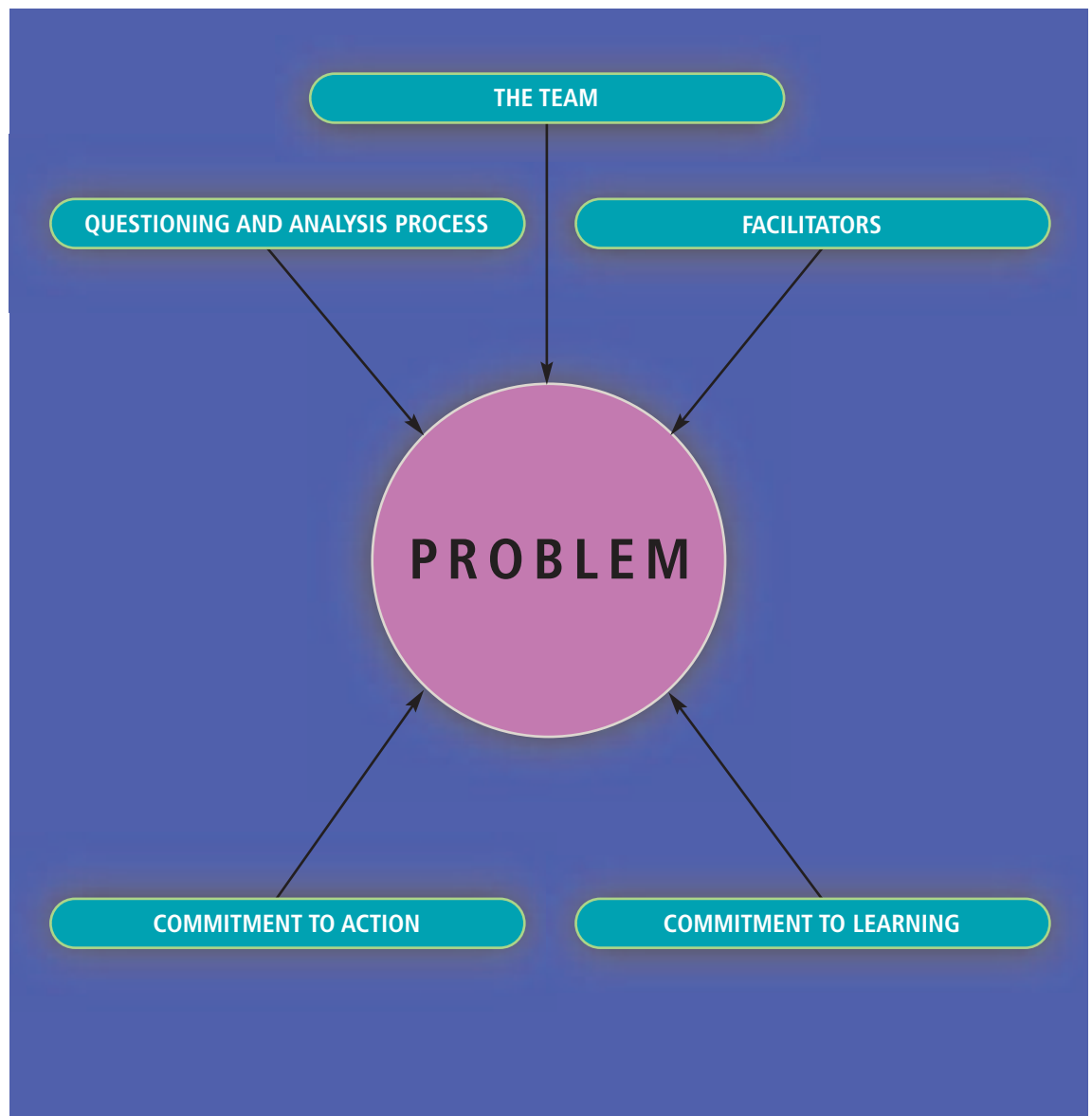


The Solutions Workshop

For Cross-Functional Teams

work'shop' n.
1 room or building in
which goods are
manufactured
2 place or meeting
for concerted
discussion or activity



Pre-Work:

Problem Statement, “Contract” from supervisor, sponsor and/or client, Soundings for Leadership 360° feedback report (optional)

Participants:

Four cross-functional teams of 4-7 members each.

Facilitators:

Two co-facilitators with complimentary skills

Features:

Just-in-time training: Teams decide knowledge is needed to complete the task. Other group members share their relevant knowledge or facilitators access and print material from computer files containing inventory of content, and provide short instructional sessions as needed, followed by consulting with teams and individuals.

Process:

Session 1 consists of three “meeting” days, followed by back-home work on projects.

Session 2 is a two hour web or video conference held thirty days after session 1.

Session 3 consists of three “meeting” days held thirty days after session 2. Presentations are made to sponsor and/or senior management.

Evaluation:

Tabulation and assessment of results takes place thirty days after session 3. Supervisors, sponsors and/or internal clients contribute to, and sign-off on final assessment. Team members evaluate team effectiveness. Supervisors approve competency development plans for each team member. A report summarizing results is submitted to senior management.

Outcome:

At the end of 90 days, either the “problem” is solved, or a part of the problem is solved and a process is in place to complete the task.

A competency development plan for each team member is implemented and monitored. Leaders are developed by “doing” and by experiencing success.