



# Leadership Team Development

**Similar to one-on-one executive coaching, forum facilitation should never be thought of as a last resort for underperformers. Rather, it should be recognized as a proactive development strategy that can serve to benefit nearly all teams and organizations by driving toward both improved team dynamics and sustained revenue growth.**

*“Being in a Leadership position is new for me, so for this to have been offered by my company was very exciting for me. The thing I think has helped the most is that it has allowed me to develop a great relationship with my fellow team members. Over the last several months, we as a group have been able to tackle some business issues in order to make our company stronger. In addition, by supporting one another, our team has been able to instill a culture of support to our whole staff.”*

**Erin Knauss, Director of Financial Services**  
AECC



## Role of the Forum Facilitator

Your RRG Coach will serve as a “facilitator”—or guide—for your group. By taking on this role, your Coach will be able to provide effective leadership without taking the reins, meaning RRG’s ultimate goal is not to take control, but rather to support your group in its quest to achieve exceptional collaboration, while also aiding individual team members in assuming responsibility and taking the lead where appropriate. Having a Coach who is acceptable to all group members, who is substantively neutral, and who has no decision-making authority adds critical value when helping teams improve the way they identify and solve problems. It will also be our goal to contribute structure and process to interactions so your team is able to function effectively and make high-quality decisions.

## Forum Methodology

Your RRG Coach will be a facilitative leader focused on both content and process, which may include, but is not limited to: Methods Procedures, Format Tools, Style of Interaction, Group Norms, Group Dynamics, and Group Climate. During scheduled meetings, your Coach will work to validate information, facilitate free and informed choices, create internal commitment, think systematically, help to synthesize ideas, and create conditions for effective collaboration—all of which will happen with a deliberate focus on what is in the best interest of all team members and the organization overall.

## The Leadership Team’s Commitment

A successful Forum is built on the Leadership Team’s commitment to:

- ✓ Prioritize all Forum meeting dates with a commitment to 100% attendance.
- ✓ Respect confidentiality. What is shared in Forum stays in Forum.
- ✓ Appreciate differences among people, and be non-judgmental and caring of other participants.
- ✓ Communicate and support the mission of the meetings, coming prepared to actively participate in each.
- ✓ Adhere to agreed protocol and procedures.