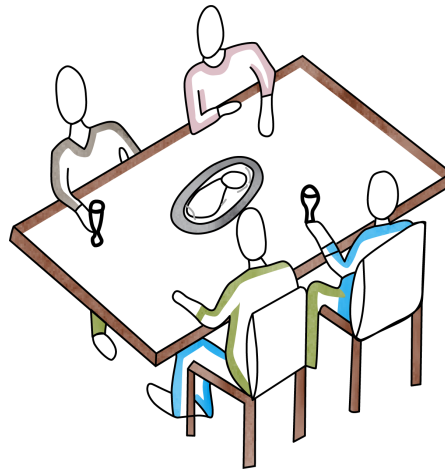


Your team(s), your managers, & your organization need communication that drives business results.

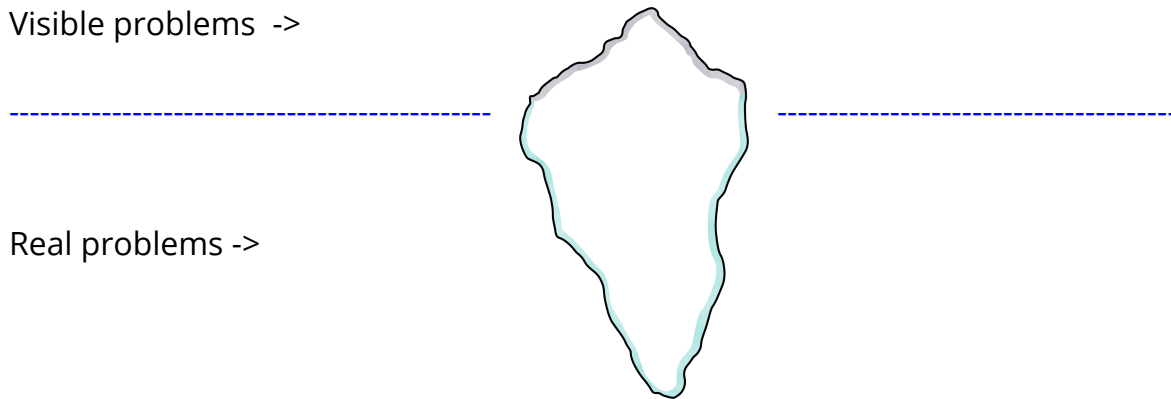
The Problem is...

Business relationships are like marriages. Teams are like families. You can't see the real dimensions of the problems from the outside.



What you see are missed deadlines, poor quality, absences, and turnover. It's like an iceberg.

Visible problems ->



Real problems ->

Under the water, you find the real issues: incomplete communication, dysfunctional habits, non-shared agendas, awkward avoidances, past grievances, and stubborn assumptions. None of it is evil or malicious (usually). It just doesn't work very well.

These communication problems unfold over time, across meetings and projects, chipping away at (or sometimes devastating) your results. Because of the way we humans are wired, these patterns are hard to see - let alone change - even when you live inside them.

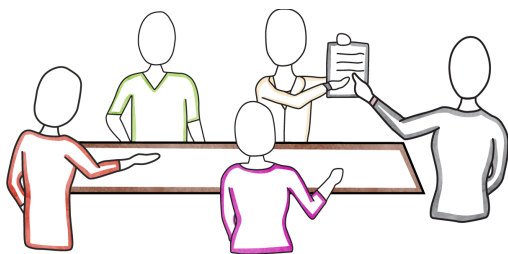
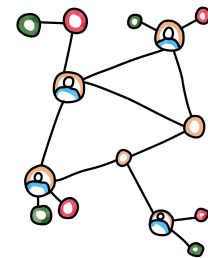
Solution

OpenTeam helps you identify and change the communication patterns that hold your organization back.

We work at three levels: Organization, Team, and Manager.

Organization Level:

Rapidly measure and monitor the health of your teams.
Identify patterns of strength/weakness.
Shed light on organizational, operational, & cultural issues.

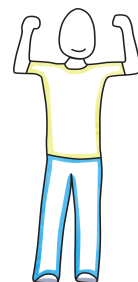


Team Level:

Engage teams in seeing problems clearly -
and caring about their solution.
Practice new skills together.
Embed a new way operating.

Manager Level:

Understand and diagnose team patterns.
Offer feedback to a whole team.
Develop and implement a team development plan.





Our Offerings

Team Baseline: Rapidly (<5 mins/person) assess the health of one team or many.

Team Tune-Up: A 3 hour conversation that identifies sticking points and defines change.

Pocket Workshop: A 3 day (spread across 3 months) development process that moves a team down the road to high performance.

Conductor Course: For managers who need to facilitate teams skillfully, an 8 week course grounded in the psychology of groups and behavior change.

[CONTACT US](#) to talk about how we might help with your team's communication.