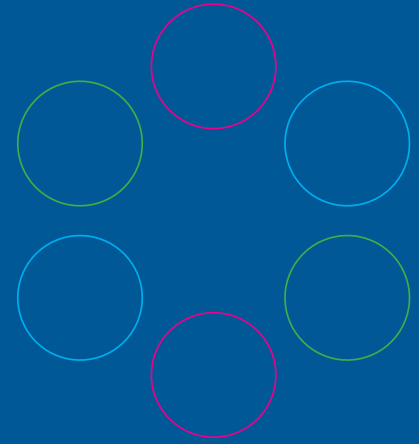


The background of the page is a dark blue gradient. In the center, there is a semi-transparent image of a group of business professionals in a meeting, with their silhouettes and reflections on a polished floor. Overlaid on this image is the main title in large, white, bold, sans-serif capital letters.

FROM MANAGEMENT TO HIGH PERFORMANCE TEAM

New challenges in a globalized world demands new, strong leadership qualities, if your company is to change from good to great results!

FROM MANAGEMENT TO HIGH PERFORMANCE TEAM



The demands to management groups become steadily more severe and complex. A strong and innovative leadership team is an absolute prerequisite in the struggle to stay in top of the market. But if the management consists of sole captains that never pass the ball, loners with individual goals and players that see companions as competitors it will have a negative impact on the organization. The management can only solve their task optimally when they are a part of a highly performing leadership team.

Do you want to develop from a group of managers to a High Performance Team? Then join with IntHRface and let us create the framework for your development from skilled individuals to a great performing leadership team.

This folder describes how you will develop into a High Performance Team in a collected course. Through three modules and three central themes we create the framework for your development to become a High Performance Team, where the team potential clearly outshines the individual achievements and solo presentations.

5 STRONG RESULTS

FROM BECOMING A HIGH PERFORMANCE TEAM WITH INTHRFACE

- 1 Rather than having strategies – you live the strategies
- 2 Rather than exercising management – you excel in leadership
- 3 Rather than controlling – you inspire and delegate
- 4 Rather than being bosses – you act as trainers and coaches
- 5 Rather than being soloists – you act as a leadership team

The leadership team and the strategic foundation:

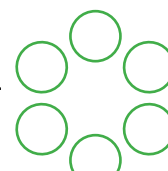
WHAT ARE WE TO ACHIEVE TOGETHER?

To solve your overall task in corporate operations it is essential that you have a shared view of your team mission and core tasks in the company. In module 1 we define the leadership foundation and tasks in unison to provide common perceptions and alignment:

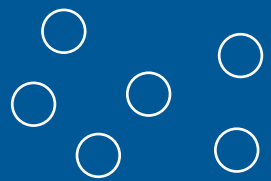

- This is our strategic reality
- This is our mission and these are our core tasks to solve as a team
- These are our strengths and weaknesses, opportunities and threats
- This is how we act in unison with a strategic intent

Module 1 focuses on getting the managers out of respective silos and away from the individual agendas. You will get an eye-opener of a new, shared reality where you agree on the joint strategic core tasks. You will find the natural connections between you as individuals and your departments. You will get a brand new and holistic perception of your organization and discover that you create the best and most viable solutions to complex tasks as a part of a strong leadership team.

Module 1 is a two day course that wraps up with individual action plans and a team action plan to implement and follow through the 2-4 months until Module 2. Until Module 2 IntHrface will follow up and supervise.



ARE YOU A MANAGEMENT GROUP OR A LEADERSHIP TEAM?

Management Group	High Performance Team
	
<ul style="list-style-type: none"> • My department's target • My solutions • My own responsibility • We are competitors • I do not make mistakes • My success rests only on me • 2+2 = 4 	<ul style="list-style-type: none"> • Our company's target • Our solutions • Our responsibility • We respect and support each other • We develop new innovative responses • Our success depends on the leadership team • 2+2 = 7

The High Performance Team:

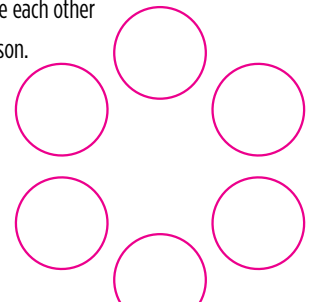
WHO ARE WE AND WHAT CAN WE ACHIEVE TOGETHER?

We take a deep dive into the human perspectives of leadership, your internal professional and social processes of cooperation. Through team exercises, discussions and reflections we uncover and discover the joint competences and potential of a real team. You will gain valuable insights in:

- Individual competences, preferences and experiences
- Your Team identity, roles and processes
- The roadmap of High Performance Team development

Module 2 is team oriented – and personally enriching for all participants. After module 2 you will truly experience what great teamwork and cooperation means. A new social context will arise where you more naturally and willingly use each other across the organization – where you meet and solve complex tasks in unison.

Module 2 is a two day course that wraps up with individual action plans and a team action plan for leadership actions to implement and follow through the 2-4 months until Module 3. Until Module 3 IntHRface will follow up and supervise.



BECOME A HIGH PERFORMANCE TEAM THROUGH SERIOUS PLAY

LEGO® Serious Play® is an acknowledged process tool to create a common perspective for a team. Through Serious Play the leadership team gains brand new perspectives of colleagues, competences and the strategic challenges you share. The LEGO Bricks are a logical, multi-sensory tool that helps to explain and visualize complex problems and challenges through small LEGO models. The visualization and physical manifestation of central topics of a challenge or problem will bring about insights no one were previously aware of. This way you will discover new and innovative solutions that will distance you from competitors in the market.



IntHRface are certified LEGO® Serious Play® facilitators.

We use LEGO® Serious Play® to:

- create a mutual and giving dialogue
- bring imagination and creativity to the strategic process
- find better ways to deal with serious issues
- and create great solutions

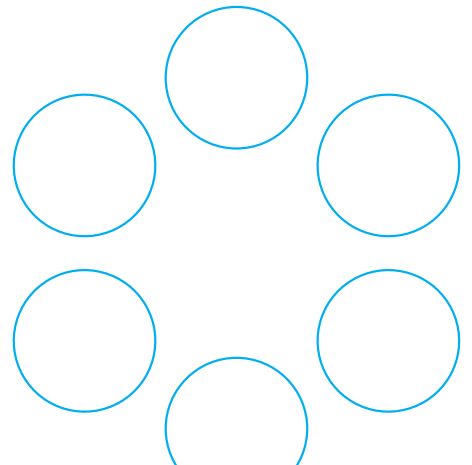
Strategic decisions:

THIS IS HOW WE PERFORM TOGETHER!

We train with the tools for strategic analysis and decision making processes with an outset in the actual tasks and challenges of the company. You will work on specific scenarios and cases from everyday life and clearly experience how the combined competences of the team manifest itself in:

- Effective leadership with fast and sound decision making in complex tasks
- Draft plans for real and current challenges
- Tools for implementing and delegation

Module 3 is where your efforts come together in High Performance. Through practice you will discover how your journey through the modules has developed you to a High Performance Team. Rather than jumping to conclusions or reaching out for old solutions we train with a thorough and fast analysis model and rapid testing of possible solutions where you will gain a confident and more effective stance in decision making and execution.



AstraZeneca: **LEADERSHIP WITH A JOINT MISSION AND OBJECTIVE**

” The journey going from a group of people with functional responsibilities to a high performing team with common mission and objectives has been achieved through excellent lead by IntHRface that build on a strong theoretical background and fantastically executed exercises. ”

Henrik Asmussen, CEO of AstraZeneca Denmark, after the IntHRface High Performance Team training see significant results and experience employees and managers that experience a more competent and complete leadership team.



IntHRface changes your management group to a **High Performance Team**

Target audience

We focus on Management Groups from Danish and international Corporations with an attitude of openness and the ambition to develop real leadership as individuals and as a team.

Course

The course consists of 3 modules in tenure of 6 to 12 months. This leaves time between the modules to implement in practice in the company. Each module consists of two intensive days of theory and practice in conference settings of your choice. Throughout the course IntHRface will follow up on team agreements, team plans and personal development plans for the participants.

Method

IntHRface takes an outset in qualitative interviews of leaders and key employees to ensure a qualified focus and process. We use both practical joint exercises and individual assignments throughout the course. Team development is measured and documented through a validated internet based test tool called Team Performance Inventory™. We take minutes from all modules and end the overall course with a written recommendation for further team development. IntHRface are certified LEGO® Serious Play® facilitators and use Real Time Strategy™.

On IntHRface

With more than 300 workshops of organizational development, leadership training, strategizing and implementation processes for private companies and public institutions, IntHRface are experienced and skilled process consultants. Our extensive practical experience and theoretical knowledge of people, business, leadership and strategy is the foundation for helping you and your company to solve complex tasks and challenges – reaching unique results. We work with a holistic approach and dynamic attitude to strategy, organizational development and the development of individuals and teams – and always with people in mind.



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