



## Building and Leading Teams

It's not enough to blindly hire new talent and assume everything will work out when they join the existing team. Building high-performing teams takes much more intentional effort on the part of the leader to select and integrate the right person whose skills, work ethic, and personality suit the team they will become a part of. It is then essential for a leader to take charge and ensure all team members feel supported in the transition and moving forward to achieve their goals and produce results.

Eagle's Flight's experiential leadership program, *Building and Leading Teams*, serves as a catalyst for generating outstanding results by teaching leaders the skills necessary to build a high-performing team and lead them. This program helps your leaders clearly understand their role and responsibilities as team leaders, and provides a tangible tool that can be used to unleash the potential that lies within each individual team member, and the team as a whole.

### THE OUTCOME

*Leaders will return to work with the ability, tools, and confidence to:*

- Identify the interdependence of individuals within a team
- Optimize the impact their leadership can have on the effectiveness of the team
- Create team alignment with regard to goals and expectations
- Apply the tools provided to all stages of team development, in order to ensure the steady maturing and alignment of the team



Left with questions? Wondering what a partnership could look like? Give us a shout!

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## THE DETAILS



1-day  
program



10 - 30  
participants



Ideal for first-time  
leaders and people  
leaders



Customization and  
delivery options  
available



Post-course  
reinforcement  
available

## THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



***"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."***

Marc Caira, Vice Chair, Restaurant Brands International



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