

Software Startup Team Building

The Situation:

A new division of a successful privately held company was preparing to launch a new software solution to small and medium sized businesses. The leadership team was hand picked and had high expectations from the beginning. Their goal; design, build and launch the product without tarnishing the parent company's brand and market position while contributing positively to the bottom line all within eighteen months.

The Opportunity:

Develop a program to support the leadership team's ability to work more effectively individually and collectively while under duress. Build and deliver a program that is very flexible to accommodate challenging time constraints and changing membership as the business unit continues to evolve over time.

The Story:

George worked with the General Manager of the division to build a program that supported his primary objectives of enhancing team trust and interpersonal knowledge while improving communication abilities from the outset.

Step 1 – individual Emotional Intelligence (EQ) assessments administered and debriefed with each of the nine leaders on the team.

Step 2 – additional individual goal setting and accountability conversations as needed

Step 3 – two-day leadership team retreat to explore the collective EQ results and the impacts on the team's ability to meet desired business results

Step 4 – ongoing individual and team check in's to ensure development continues and the maintenance happens even while they are busy accomplishing tasks.

The Results:

The team continues to flourish with a team constitution now in place for improved performance that includes a strong sense of collective trust and support. They are all equally committed to working on themselves and the team while achieving the results they need and agree they are better off because of it. They have skills and tools now that give them more choices and make them more effective while they are under duress. Bottom Line – they are built to win.