

Team building

Team building refers to a wide range of activities for improving team performance. The activities can range from simple bonding activities to experiential learning designed to improve and align team performance.

McKinley Solutions team building activities focus on improving communication, employee engagement, new team members getting to know each other, team alignment (getting everyone "onto the same page", including aligning team goals with organization goals), developing self-directed teams, helping participants to discover more about themselves (strengths and weaknesses), discovering (and taking advantage of) strengths of each individual team member and improving team productivity.

In a recent survey of Fortune 500 CEO's, the number one issue facing these leaders is "the creation of a team-based culture." So how do you create a team-based culture? Drawing from leading edge writings and research on leveraging the power of high performing teams, McKinley Solutions programs provide cost-effective practical solutions to overcome major dysfunctions of a team and facilitate engagement and alignment to create that effective team-based culture.

Assessment tools from Human Synergistics , HiringSmart Canada , Thomas International, Meyers Briggs Type Indicators (MBTI) and Benchmark 360 are used as part of the McKinley Solutions team building process.

McKinley team building programs are incorporate the principles of experiential learning, the research and writings of Patrick Lencioni (The Five Dysfunctions of a Team) and pedagogically structured team building activities developed by Tom Heck of TeachMeTeamwork .