



# Team Navigation™

Driving Change Together

## Introduction

In times of rapid change both internally and externally, teams need to co-navigate in real time. This constant navigation process needs to be based on mutually agreed and aligned team strategy, vision and values.

Team leaders need to engage their teams to achieve organizational goals in the midst of chaotic movement and change. Teams that are not focused and aligned find it difficult to produce sustainable results.

Team Navigation™ is a process of aligning compasses between team members, so that teams can achieve high level of performance and excellence together.

## The aims

- To assist team leaders in achieving optimal results with their teams
- To achieve high level of focus and "buy in" from team members
- To create together the team's vision and values
- To overcome together blockages and difficulties that limit the progression of the team.
- To develop focused, high-performance teams.

## Outcomes

- Create a language shared by the team to improve communication and increase trust.
- Build a 'consensus-based' strategy and optimal vision for the team.
- Surface the obstructions and challenges that could jeopardize or impede the achievement of vision and goals.
- Identify and define the team's core values.
- Identify critical goals and build a tactical plan to achieve the vision and goals.
- Create a high level of focus amidst challenging situations and change



An aerial photograph of a soccer field with artificial green turf. The field is marked with white lines, including a central horizontal line and two large semi-circular arcs at the top and bottom. Several players in various colored jerseys (black, white, green, orange, blue) are scattered across the field. A white ball is visible near the center. The field is bordered by a grey concrete walkway with a teal safety strip along the edge. The text "Course Outline" is overlaid in white on the left side of the field.

# Course Outline

# Day One

## Session 1- Introduction & Analysis

- Navigation in uncertainty and change.
- Navigation - Past and present.
- The team's responsibility to self-navigate.
- The three steps in navigation.
- 1st Step in navigation - Assess current position.
- The N.E.W.S.® Team Navigation™ Compass™.
- Team questionnaire analysis.

## Session 2- Three Steps in Navigation

- Team's 'Stakeholders map'.
- Identifying the attributes of a 'Great team'.
- Strengths & weaknesses
- 2nd Step in navigation - Assess changes in the environment.
- Analyzing opportunities & threats.
- 3rd Step in navigation - Operating the compass.
- Introduction to the North.

## Session 3- The North

- Analyzing past direction.
- Defining core abilities of the team.
- Defining the basic drivers of the team.
- Defining the team's optimal development direction - its "Greatness" direction™.

## Session 4- The North

- Defining the team's future direction.
- Identifying the team's next chapter
- Defining the strategic drivers of the team.
- Nominate champions

## Session 5- The East

- Defining the team's long-term vision.
- Creating a clear, detailed and operational vision for the next 3 to 5 years
- Concluding the North work



## Day Two

### Session 1- The East

- Recap of day one
- Introduction to the East.
- Identifying the team's DNA.
- Identifying joint importance.
- Identifying team values.
- Defining the values, what they mean and the behaviors that result.

### Session 2- The East

- Exploring how the values are manifested in the team, both positively and negatively
- Closing the 'be-do gap' - Gap between behaviors and values
- Individual commitments to close this gap
- Introduction to the South
- How do we create our reality?
- Window of beliefs & paradigms

### Session 3 – The South

- Identifying the obstacles as a team
- Discovering the limiting beliefs
- Point of choice
- Finding out how we can breakthrough those obstructions
- Realizing new perceptions to create a breakthrough

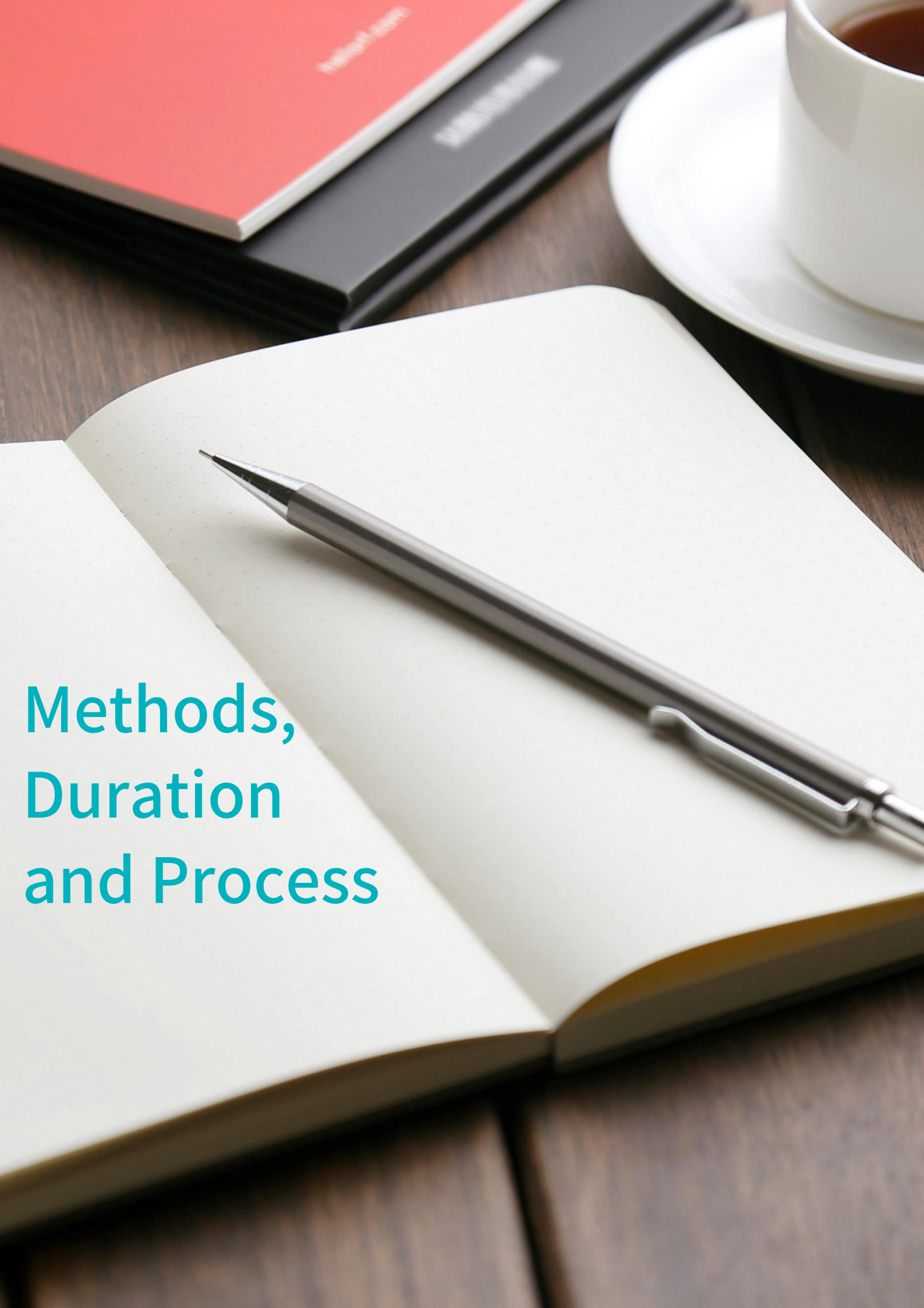
### Session 4 - The South and the West

- Overcoming our South- Finding solutions
- "Baby steps" & alternative beliefs.
- Team's agreements to overcome our South
- Personal commitments to overcome our South
- Introduction to the West
- Defining critical goals
- Setting performance & execution indicators

### Session 5 - The West

- Choosing champions for critical goals
- The tactical plan for the forthcoming year
- Individual responsibilities & commitments to achieve these goals
- 20/80 activities & weekly planning
- Summarizing the journey
- Sharing our compasses
- Long-term follow up and implementation
- Conclusion & 'take-aways'.





**Methods,  
Duration  
and Process**

## Workshop methods

Facilitating the team in an interactive way, providing tools and insights during the workshop.

During the workshop participants will summarize their outcomes and agreements in a special on-line format and share it with the group.

## Duration

Two full days.

## The process

1. Preparation with the manager of the team with the aim to learn and understand the team's situation
2. Pre-navigation questionnaires for all participants to analyze the starting point of the navigation process
3. Debrief of the questionnaire with the manager of the team and final preparation
4. Adaptation and design
5. Two days' team navigation workshop
6. Meeting with the manager of the team following the navigation process
7. Four check point meetings for implementation of the navigation process
8. Post questionnaire for all participants to analyze the end point of the navigation process
9. Summary meeting with the manager of the team.

