

Achieve Tough Targets

1 or 2 Day Workshop



impetus:

*"A force that moves
something [a team]
along."*

If you need to achieve tough targets or deliver a project, this workshop will shape a strategy and provide the team impetus you need.

Contact Us

Name: John Brooker

Speak: +44 20 88699990

Write: hi@yesand.eu

Read: www.yesand.eu





Here's how

Have your people explore the challenge behind the targets, let them shape a strategy, identify critical factors and encourage them to collaborate. You will more likely achieve that target. Our Team Impetus model facilitates this in a team workshop.

With Team Impetus, teams create a shared future and focus on progress towards it, not on what's stopping them. It's positive, constructive and uses your team's strengths and capabilities to effect change, whether in day to day operations or a project.

"Thank you for being so flexible to the many changes we forced upon you.

While I'm certain, in your business, you see just about everything, I suspect that two unplanned meetings prior to a big one is unique, even for you! However, I was very pleased with the outcomes and the feedback I received from everyone who participated was very positive.

We were all particularly impressed with your skills and several of us noted that we should have asked you to hang around and facilitate the two-day workshop several of us attended on Wednesday and Thursday.

It was interesting to contrast the differences in effectiveness from your meetings to the two-day workshop."

Client, USA

WHAT WE DO

We use a model we have proved with teams at all levels, in different organisations, countries and cultures.

We create a trusting environment that encourages people to express their views and put forward their ideas

We fully document the output of each workshop in your favoured format, recording all decisions and actions

We encourage achievable short term actions not an action list to abandon on contact with the day job

We can coach you and the team in short, flexible, interventions, post event, to maintain energy and focus to achieve the target

We structure the workshop to your needs, from a half day to a set of workshops with any size of group

HOW YOU BENEFIT

However tough your target, this workshop delivers a strategy to achieve it and the impetus to implement it.

Your people contribute with commitment and honesty so you are more likely to achieve your targets

Clear evidence lets you build a business case quickly and sell your strategy to decision makers more easily

Your team take action soon after the workshop and make it more likely you will execute your strategy

You sustain the impetus to execute your strategy with minimal impact on your operation

You ensure minimal disruption and less stress for your people by fitting work around your operation

Case Study

This infrastructure company had to save £1.5 billion from its programme budget, across several projects, with no loss in quality or value. That's a tough target and they established a project team to do this.

The team leader decided to run a series of workshops with people internal and external to the programme to elicit their experience and creativity.

The workshop challenge was complex because those involved came from competing organisations across different engineering disciplines. Contracts are won and lost on innovative ideas and so there is a natural reluctance to share information.

In addition, the project team were steeped in the problem focused approach and so our approach was not a natural fit for them.

We worked with the project team and the top team, demonstrated the value of using an SF approach and then ran 13 workshops for them in a year, both internally and with external agencies.

The SF approach encouraged collaboration and the project team were surprised at how much people shared information. The workshops provide successful and with much extra work from the project team the company achieved close to its savings target. Listen to the client discuss the benefits on our website here: <http://www.yesand.eu/achieve-targets/>



John, I received this testimonial from a client with whom I used the Team Impetus Model. They say it:

- "Gives insights in to where we want to go and what is critical for that.
- Gives a relevant list of actions that need to be undertaken.
- Creates connection and mutual respect between the persons of the team.
- Gives A LOT OF ENERGY."

Chris Aertsen - Consultant

The Workshop Facilitator

John Brooker is a former Senior Vice President of Visa and tutored for 14 years on the Open University (UK) MBA programme, Creativity, Innovation and Change.

He has over twenty years' experience facilitating multicultural groups and has used a solution focus approach since 2004. He works in Western and Eastern Europe, the Middle East and Africa, Asia and the USA.

John facilitates highly participative, practical and energetic workshops that have a strong focus on achieving your outcomes.

He is a Board Member of the Association for Solution Focused Consulting and Training.



Want to Learn More?

To learn more about our Team Impetus Model, please download it from our website <http://www.yesand.eu/achieve-targets/>.

If you work in a medium to large organisation and are considering a meeting to work on achieving your tough targets, please contact us at hi@yesand.co.uk and ask for our “Questions to Design Your Meeting.” There is no obligation to use our services and you will find the questions focus you on what is important to make your meeting work well.

If you would like to speak to us about a potential meeting that you are planning, please see Page 1 for contact details.



Objective 1	Deployed Test Process to Sites and Team (with Test Mgt Tool)			
CSF	Effective common test management tool in place	Defined simple, effective and measurable test process for different test activity	Process accepted across wider organisation	Obtained cross site agreement
Scale				
10				
9				
8	TBC	TBC	TBC	TBC
7				
6				
5		6		10
4	4	4	8	6
3	7	5	4	
2	5	5	4	
1				
Sprint action	Send e-mail to TFS TM work group to review updated test case template	Change activity titles in one page process sheet	Present to interfacing Department representatives	Send updated Test one-page process sheet to all test engineers
Responsibility for action	Zhi Han	Sertac	All	Jilly

4 Reasons to Use Our Service

1. Our experience with developing team business strategy – be confident that we can deliver your outcomes and deal with whatever arises in a constructive and positive way.
2. Over 20 years' experience in leading multicultural teams in organisations – be assured we can understand your issues and what you need to achieve.
3. Our experience allows us to flex the Model very quickly should you need to change the outcomes on the day.
4. Walk out of the workshop with a Progress Canvas to begin work. See an example to the left.

“Meticulous planning, and excellent facilitation. Yes! And... is a rarity; results orientated, and able to engage with the most cynical of attendees. A high quality, professional service.”

Mike Fogg – EADS UK