

EXAMPLE TEAM WORKSHOP

Goal:

Develop a starter list of core and leadership competencies

Agenda:

- Find early places of strong alignment (20 min)
- Discuss areas of weaker alignment and new suggestions (50 min)
- Vote and finalize list of competencies (20 min)
- Plan to refine language (15 min)
- Wrap-up and next steps (5 min)

Setup note: For this Team Summit, you should have a whiteboard and markers, and sticky dots for a “dot-voting” exercise.

Activity 1: Find early places for Strong Alignment (20 min)

You will begin by reviewing your nominations results and discussing points of agreement. We suggest this approach for a few reasons. First, we want you to start where you largely agree to build a strong foundation and momentum as a team. Second, starting here and then having more intentional space to talk about where there are differences is often a more efficient and productive way to spend the team’s time. As a reminder, there will be opportunities later in today’s Summit to share perspectives and advocate for competencies that may not immediately be candidates for the short list.

To do:

Review the results of the team’s nominations:

- Find areas of strong alignment for **core competencies**
- Note which competencies are obvious contenders for the short list on the board
- Also note if there’s any disagreements to review later

Repeat this process for **leadership competencies**.

Note: The timer below is for 20 minutes. You should plan to spend about 10 minutes on core and 10 minutes on leadership competencies.

Your team may find it helpful to reference the core and leadership competencies throughout the discussion