

TEAMBUILDING

facilitation program



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"It takes a whole orchestra to play it."
-H.E. Luccock



OVERVIEW

Understanding and dealing with our differences as well as our similarities is probably **the most difficult task** we face in our personal and professional lives. We humans are social beings and it is of utmost importance for us to find ways to live together, work together, empowering and complementing each other.

We live and work around teams and every one of our group interactions come with its own **set of challenges**, especially in the work place:

- Lack of trust
- Personality clashes
- Unclear goals and objectives
- Diminished enthusiasm, commitment and group morale
- Poor intra-group communication

This document represents a proposal from **Elias Scultori, MM, PCC** (consultant) for an engagement with you (the client) that will consist of designing and facilitating a comprehensive program focused on the development of your team and staff.



OBJECTIVES & GOALS

The overall objective of this program is **to improve intra-group effectiveness**, communication, understanding and productivity. The detailed goals will come from the **client's specific needs** and it will be assessed and customized during phase 1 of the program.

Some common needs and goals may be:

- Dysfunctional conflict
- Clarify and alignment of the team's vision, direction and mission.
- Design a strategic plan of action
- Facilitate the creation of more efficient work systems
- Improve communication between team members
- Increase team morale and effectiveness
- Discover and promote individual and collective strengths and assets



APPROACH

In order to maximize results, I recommend a **multi-phase approach** based on a number of fundamental facts and insights I have discovered through my professional training and experience as a team facilitator and executive coach, including:

1. All members of the team need to freely voice and express their personal assessment of the situation.
2. All members of the team need to take ownership of the process and believe in its effectiveness.
3. Since every team is different and each has their own specific needs and traits, the program must be custom designed and deployed.
4. No single, short-term program will create lasting change. An organization and team is organic and ever changing. It is therefore imperative to evaluate, debrief and continue to identify next steps and ongoing maintenance of results.

■ PHASE 1: ASSESSING & IDENTIFYING SPECIFIC NEEDS

During this phase we aim to clarify and set the goals and needs for the program through an individual consultation with the leader and short interviews with every member of the team. *The level of effort for this phase will depend on number of team members.*

■ PHASE 2: DESIGNING THE PROGRAM

After collecting the data from the team members and then identifying the specific purpose and desired outcome of this process, we will together choose the best tools and structure to be fully embraced by all involved. *The level of effort for this phase will depend on number of team members.*

■ PHASE 3: IMPLEMENTING THE PROGRAM

Here the actual team sessions will occur. I will facilitate the full day(s) of focus with the whole team utilizing the tools selected on phase 2. This also includes the development of materials as well as distributing, collecting and interpreting any necessary pre-work. *The level of effort for this phase is between 2 to 6 days depending on program choices.*

■ PHASE 4: DEBRIEFING THE INTERVENTION & IDENTIFYING NEXT STEPS

Our last phase in this program will be first, to list the insights, learning points and accomplishments of the process and second, to set goals and the next steps for the group. *The level of effort for this phase is between .5 to 1.5 days depending on program choices.*

Just like the goals and the design of the program will be unique to each client's situation, the outcomes will also be **particular to each case**. However, here are some common results:

- Better understanding, acceptance and appreciation of differences and commonalities within members of the team.
- Improved organization culture that fosters communication, effectiveness and support.
- Awareness of personal and group weak spots, combined with the design of systems on how to anticipate them.
- More suitable match of specific tasks with individual gifts as well as enhanced time management skills and motivation.
- Stronger sense of purpose and vision both collectively and individually.

EXPECTED
OUTCOMES 

SAMPLE PACKAGES

■ BASIC

- 1 full-day team retreat
(e.g. Myers-Briggs, Vision Development)
- 2 45-minute individual consultations with team leader (one before, one after team day)

■ STANDARD [9-month process]

- 2 full-day team retreat and facilitation
(e.g. Myers-Briggs, Vision Development)
- 1 45-minute per month individual consultation with team leader

■ PREMIER [18-month process]

- 4 full-day team retreat and facilitation
(e.g. Myers-Briggs, Vision Development, Strategic Planning, Next-Step)
- 1 45-minute per month individual consultation with team leader



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Elias Scultori is a personal and professional coach with over 1500 hours of direct individual, group and organizational coaching intervention. In addition to his private practice, Elias is a faculty member of two ACTP coaching schools: CoachU and Coaching4TodaysLeaders. He is also a registered ICF Mentor Coach, supporting a new generation of coaches to prepare for their coach certification and to solidify their own individual practices.

Elias has over 35 years of professional experience as a lay minister working with churches and non-profit organizations in a leadership and mentoring position both here in the USA and abroad. He is a certified graduate of CoachU, one of the world's foremost coach training institutes. He is a certified Myers-Briggs® practitioner and a certified Health Coach. He has earned the designation of Professional Certified Coach (PCC) from the International Coach Federation (ICF) and holds a Master's Degree in Sacred Music from the Westminster Choir College in Princeton, NJ. Elias is also a graduate of the Institute for Integrative Nutrition in New York City. He is a former board member of the NJ chapter of the ICF and a member of the Pi Kappa Lambda society.

Elias is a professionally trained photographer and graphic designer. He is originally from Rio de Janeiro, Brazil and is passionate about contemplative prayer, meditation and world travel. He presently lives in Princeton, NJ where he maintains his practice working with clients and mentees from all around the globe.

OTHER SERVICES

ONE-ON-ONE

Invest in yourself! Just you. Just me.

MENTOR COACHING

If you are a coach, you need a coach.

WORKSHOPS & KEYNOTES

bring Elias to speak live at your venue

for more information call **973.493.9003** or go to **www.eliasscultori.com**