



The JDA teambuilding process

1. The process starts with either a Team Climate Survey (administered in individual interviews), an online team assessment, or a team 360, depending on the team. These instruments are used to take the pulse of a team and determine its needs in terms of team skills, processes and tools.
2. We then analyze the data and use it to write a report that is shared with the team at the first session. Because every team is different, it also allows us to customize our teambuilding programs to the specific needs of the team, drawing on our additional resources of expertise and our other courseware as necessary.
3. We then deliver anywhere from two to four two-day sessions, not only working with teams on the skills and processes they need to be effective but integrating the real work of the team into the sessions as appropriate.

Outcomes of JDA's teambuilding programs include:

- * Stronger communication between leader and team members
- * Improved team decision-making
- * Greater adaptability to change
- * Improved efficiency of team tasks
- * Clearer individual and team goals with greater accountability
- * Stronger and more trusting relationships among team members
- * Reduced barriers between functional silos/departments
- * Increased team productivity
- * Greater clarification of individual action plans and accountabilities
- * Protocols are created for how team members:
 - o Give and receive feedback
 - o Express needs and concerns
 - o Manage conflicts
 - o Participate in meetings
 - o Solve problems
 - o Make decisions