

# WIESENTHAL

Leadership Advisory Services



Activating the collective  
potential of teams.

Team Leadership

# Together Everyone Achieves More.

## Team Leadership

Commonly, the tasks and activities in organizations require the collaboration of multiple protagonists. On top of that, many problems have become so complex that it is impossible for a single person to solve them. Solutions can often only be found in a joint team effort. In that, the ability to activate a group's willingness to cooperate and to foster its collective competence is required of team leaders.

The 'Team Leadership' offers provide individually designed formats for team communication and cooperation. These formats are consistently aligned towards participation and dialogue. All of them pursue the objective to develop workable and sustainable solutions in a joint process.

1 + 1 equals 3.

## Why Team Leadership?

It is one of the core tasks of managers and executives to organize teamwork. If this can be achieved in a way that produces a collective effort which is greater than the total sum of the individual efforts of all those involved, extraordinary solutions and results can be accomplished.

Wherever leaders aim for new or exceptional results with their teams, particular emphasis needs to be placed on the processes of team collaboration.

Here are typical situations in which the 'Team Leadership' offers might be helpful:

- The future and strategy of a business are to be re-designed together with different stakeholders.
- For the success of a project, collaboration beyond individual teams is essential.
- A team is faced with a problem which is new or which it has never encountered before.
- The workability and sustainable transfer of solutions is to be guaranteed by a joint creative process.
- Conflicts within a team or a high workload weaken an effective cooperation.
- Co-creative teamwork is to be established as the key working principle in the organisation.
- A group of executives wants to be enabled to act as one leadership team.
- A team needs to be strengthened in its ability to manage itself thus relieving the strain on the team head.

# Teamwork makes dreams work.

## The Effect

Approaches to solving a problem have been found no-one could have found alone, and results have been achieved no-one would have thought possible.

The team has been strengthened in its openness to interactive dialogue. It has experienced itself as an effective unit which succeeds in developing unusual results together and which is jointly committed to putting them into practice sustainably.

The executive is equipped with an example of successfully initiating and managing co-creative processes – even if the individuals involved have diverging interests and mentalities. The executive now knows how to activate the group's collective competence.

Basically, a change in the 'HOW' of a team's cooperation yields a better and faster 'WHAT' regarding the accomplished outcome.

# Co-creation.

## The Approach

The willingness to collaborate and the emergence of collective competence in a team cannot be forced. There are, however, conditions which favour these features and assist to winning people over to joint development processes.

Therefore, the preparation and course of a team event is subject to a choreography which relies on the expertise and accountability of the team members. Together with the coach facilitating the process, an atmosphere is created which encourages everyone to contribute their specific skills, their talents and experience voluntarily and with fun. The coach meets all participants with unbiased respect and takes care that all contributions are equally appreciated.

## Sample formats for team events

- Workshop to assess the initial situation of a change process or to kick off a transformation project
- Co-creative forum to develop options for solutions or innovative ideas
- Leadership off-site meeting to establish a business strategy or annual roadmap
- Team workshop to improve the feedback culture and appreciative communication in a team
- Mediating workshop to prevent or resolve conflicts
- Supervised network meeting to exchange experience or coordinate work groups
- Interactive workshop to strengthen team awareness and effective cooperation

Based on a thorough assessment of the individual situation and the objectives, a suitable format is chosen and shaped.

# Leadership Advisory Services.

**Karin Wiesenthal**

After obtaining my degree in computer science, I worked in project management and leadership positions in the financial services and the consultancy sectors for over 20 years – my last assignment being head of human resources in a financial institution. Equipped with a thorough coaching training and a certification as a mediator (with focus on business issues), I now work as an advisor, coach, and mediator with a specialisation in matters and challenges related to cooperation in groups.

I am time and again intrigued by how easily a team can find extraordinary solutions and excellent results when given a forum for co-thinking and co-creating. This fascination triggered my curiosity to identify the key success factors of fruitful cooperation and co-creation in a team, so I would be able to integrate and promote these elements in team meetings. When facilitating team events, I combine process-related structure and clarity with mindfulness and flexibility for anything emerging and requiring attention in any given moment. My practical experience shows that in this way I can be a helpful catalyst for a joint team performance that focuses on results.

In my spare time, I have been a passionate glider pilot for over thirty years. Also in this context, success is invariably the result of a prolific team effort.

„If you want to walk fast,  
walk alone. If you want  
to walk far, walk together.“

*African proverb*

Following this motto, I support executives and their teams in finding a highly effective way of working together and in using the collective power which is an inherent potential of every group.

Do you have any questions or matters you wish to discuss? Please contact me to arrange an introductory meeting or phone call.

Yours,  
Karin Wiesenthal