

Karl Albrecht *International*

Executive Team Building Facilitation by Dr. Karl Albrecht

Team skills don't come along automatically – they have to be learned. “High powered” teams especially – whose members may be high-ranking, highly expert, specially qualified, strong personalities, or all of those – have the potential for big achievements. But they're also at greater risk for conflict, coercion, and intolerance.

“An outstanding team,” according to Karl Albrecht, “is a group of high-performing individuals who've figured out the principle of *synergy*. They've learned to integrate their individual strengths, respect one another and cope with their differences, and leverage their collective ‘smarts’”.

Karl has been facilitating executive team building sessions for over thirty years, with teams that are performing extremely well, some who were floundering, and others everywhere in between.

A team building project starts with an honest, open, non-defensive team assessment by the members. These findings are enriched with individual self-assessments, using several well established instruments such as Karl's *Mindex Thinking Style Profile* and his *Social Intelligence Profile*.

Next comes review of the fundamentals – and secrets – of group dynamics: 1) mission focus; 2) formal authority and “earned” authority; 3) the effects of “groupthink”; 4) process awareness and the “S.P.I.C.E.” formula for shared leadership; and 5) useful problem solving methods.

The team building project might include certain challenging exercises that call upon the members to collaborate in solving a simulation problem. And finally an “awareness in action” phase in which they apply the methods *in situ*.

The project can be scaled to as brief as one day, and as extensive as a series of sessions over several months. Results depend on investment – of time, attention, commitment, and resources.

Karl is a world-recognized consultant; facilitator; speaker; author of more than 20 best-selling books on futures, strategy, and organizational performance; and a respected executive adviser. A former physicist, military intelligence officer, and business executive, he was honored by the Mensa society with its lifetime award for his contributions to the understanding of intelligence.

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