

# Advanced R@W Training: Rebuilding Teams in Trouble

Facilitated by Kathryn McEwen

We've been fielding several queries from our community about readiness for facilitating R@W Team.

COVID has created additional pressures on teams, many of which have gone unresolved during remote working. As we are in the 'resilience business' it's likely that some teams referred to us may not be functioning well.

In response, I am facilitating an advanced R@W programme that explores how to identify when restorative work is needed and how to build team functioning before implementing our standard R@W Team approach.

The programme offers a practical road map for working with teams in trouble. I will share with you my successes and mistakes over 30 years of working with underperforming teams. There will also be ample opportunity for the group to share their experiences.

We will cover everything from identifying that restoration is needed to writing proposals, diagnosing underlying issues and developing a sustainable plan.

We will also explore how to lead into the use of the R@W Team diagnostic and integrating other aspects of the R@W Toolkit and app where appropriate.

I plan to keep the group size small to maximise interaction, reflection and questions.

If you'd like to join me, the booking and session details are below

Kath

## What's Included

The programme includes 4 x 2-hour webinars plus case study work between sessions and a comprehensive workshop manual.

## Timings

23, 25, 30 November and 2 December 2021, at 9-11 am South Australian Time (ACST) which is:

11.30am -1.30 pm New Zealand time (NZST) and for British Columbia (PDT), 22, 24, 29 November and 1 December 2021, 2.30-4.30 pm

or

7-9 pm South Australian Time (ACST) which is 8.30-10.30am United Kingdom (BST).

## Programme Overview

### Session 1: Setting up for Success

- » Taking the team brief: Identifying when restorative work is needed before R@W Team
- » Writing the proposal
- » Setting up a guiding team to work with you
- » Communicating the brief to the team plus other logistics
- » Pitfalls to avoid in positioning the work.

### Session 2: Determining Symptoms and Sources

- » A roadmap for conducting a 'diagnosis' of system and team factors
- » Conducting effective interviews: Useful approaches and questions
- » Managing virtual interviews
- » Integrating coaching into interviews: What works, what doesn't
- » Co-creating a sustainable multi-level plan.

### Session 3: Rebuilding the team

- » Implementing the plan
- » Managing conflicts of interest and personal boundaries (e.g. confidence and capability)
- » Working in collaboration with other parties (e.g. mediator, coach, counsellor)
- » Managing leadership issues and support
- » Addressing problematic behaviours.

### Session 4: Moving from restoration to resilience

- » Introducing the R@W Team diagnostic
- » Linking the report debrief to work already undertaken
- » Integration with R@W Leader and R@W Individual
- » Setting up and conducting progress reviews.

## Fees

Early bird discount (Before 8 November 2021).

\$890 plus GST, Full price \$990 plus GST

