



“STRATEGIES FOR CREATING A WINNING TEAM”

LIGIA OLVERA
coaching latinoamérica



OBJECTIVES



- Tools to create a Winning Team.
- Learn & Practice Team Modalities.
- Learn to notice people's patterns in Teams.
- Build a community of Team Development Practitioners in Latin America and beyond, who can support each other.
- Provide a foundation for this work– recognizing that practice and support is required to do this work.
- Provide tools to immediately apply to begin and practice.
- Recognize that cultural differences exist, and we will learn from each other.

STRATEGIES



- Team Coaching
- Facilitation
- Team building
- Coaching
- Feedback
- Training

This class is unique, because after many years of working with teams, instructors have the conclusion that building a winning team requires:

- Our own self-awareness
- The ability to diagnose a team
- Knowing which modality fits which situation and when



WHY TAKE THIS CLASS?



- Because our environments are complex and we must adapt and reinvent ourselves, our teams and our organizations to thrive
- Now, more than ever, teams need the support of people who are trained in the modalities that we will be teaching

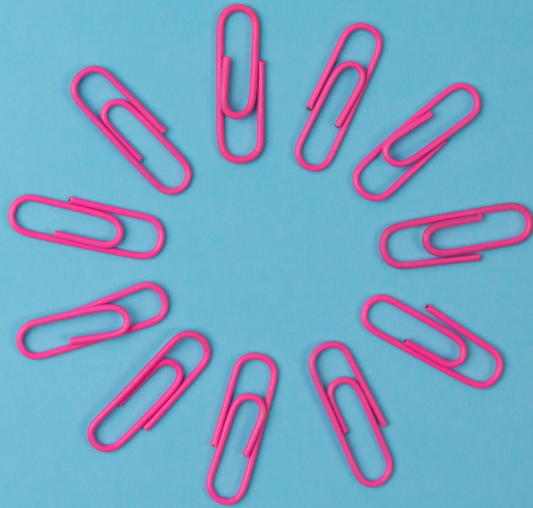
TEAMS



“The nicest thing about teamwork is that you always have others on your side”.

Margaret Carty

APPROACH



- Each participant will have the foundations of team theory.
- Two experts will provide both a practical and theoretical foundation.
- Real team situations will be approached from a multidimensional point of view.
- Facilitators will guide students through actual case studies.

WHAT MAKES US DIFFERENT?



We have worked in the United States and Latin America helping to generate high performance teams in the public, private and NGO sectors.

We have years of experience working in the area of consulting, coaching, team coaching, combined more than 40 years of experience.

Both faculty members have approximately 10,000 hours of individual and team executive coaching.

Lori Zukin teaches coaches at Georgetown University's Leadership Training Program and in the Corentus' Team Coaching Foundations Course. She is certified by Corentus' Team Coaching Certification Program.

WHAT MAKES US DIFFERENT?

The Faculty has done research in teams published "academic journals", such as doctoral dissertations and in frequently used publications for the study of team performance (handbooks):

- Herman, J., Deal, J., Lopez, J. Gentry, W., Shively, S., Ruderman, M. & Zukin, L. (March 2011). Motivated by the Organization's Mission or Their Career? Implications for Leaders in Turbulent Times. Center for Creative Leadership.
<http://www.jenniferjdeal.com/wpcontent/uploads/2014/08/MotivatedMissionCareer.pdf>
- Zukin, L. (1999). Individual in Team Performance: The Impact of Personality and Ability in Teams with Distributed Information. [Unpublished doctoral dissertation]. George Mason University.
- Klimoski, R., & Zukin, L. (2003). Psychological Assessment in Industrial/Organizational Settings. In I. B. Weiner (Ed.) Handbook of Psychology, Second Edition. John Wiley & Sons, Inc.
https://www.researchgate.net/publication/227983215_Handbook_of_Psychology_Second_Edition
- Klimoski, R., & Zukin, L. (1998). Selection and Staffing for Team Effectiveness. In E. Sundstrom & Associates (Eds.), Supporting Work Team Effectiveness. John Wiley & Sons, Inc. <https://www.wiley.com/en-us/search?pq=%7Crelevance%7Cauthor%3AEric+Sundstrom+and+Associates>

PARTICIPANT'S PROFILE



- Leaders, leaders in transition, coaches or consultants who seek to increase their competence in team coaching.
- Professionals in the area of Human Resources and Human Development, who seek to expand their team development skills.
- Coaches who have been certified, but who want to have training more focused on coaching leaders in an organizational context.
- People with university education interested in their personal development and who have previous training in coaching.
- **Previous training in individual coaching is required.**

GENERAL INFORMATION

- **Program format:** Online and English language.
- **Dates and hours:**
 - First module: Friday, October 26th
 - Second module: Friday, October 27th

Investment: \$2,250 taxes included

Please note that:

- All registrations, reservations and payments are final. No refund is given.

This workshop meets the ICF requirements for hours of continuing education for coaches in the categories: 7 hours Core Competencies and 6.5 hours Resource Development.



INSTRUCTORS



LORI B. ZUKIN, PhD



Lori is an ICF (International Coach Federation) accredited professional Coach and Team Coach, she is a facilitator, consultant and advisor. Clients come to Lori to develop themselves and their teams. Her company's client base is broad, covering a range of sectors from technology, health, sports, finance and consulting.

She has worked with teams from NASA, the NFL, the US Federal Government, Under Armour among other organizations.

Lori was an executive at Booz Allen Hamilton, where she oversaw the leadership development services of the company. In that role, she led a team of more than 90 human capital experts who provided services to commercial and federal government clients.

She is a member of the continuing education faculty of Georgetown University has a Ph.D. in Industrial and Organizational Psychology and is certified in various leadership evaluations.

She teaches with Simon Sinek's online program.

LIGIA OLVERA, MBA

Ligia Olvera is a professional coach certified by the International Coach Federation (ICF). Her work involves facilitating executive and personal coaching processes to leaders in Latin America, to support the transformation of these leaders and their environments, with more than 6,000 hours of executive coaching. Ligia Olvera is an economist and holds an MBA from INCAE Business School and a postgraduate degree in Business from Harvard University. Ligia graduated from Georgetown University's Leadership Coaching Program.

In addition to working as a coach, Ligia is the author of the blog entitled "*Reflexiones*," published in the Costa Rican newspaper *El Financiero*, where she writes about topics that are relevant to today's leaders. She is also the author of the book *Dreamcatcher Wings*, a tool used by professionals across various disciplines to address topics related to gender and leadership.

For Ligia, training coaches is a way for her to share everything she has learned over the years, by means of a training program inspired by and based on her own personal growth.



CONTENT

- Basic fundamentals of teams and theory.
- Differences between teams and groups: Diagnosis in real situations in Latin America vs the US.
- Real cases from Latin America and the US.
- The use of sociograms to observe equipment objectively and professionally.
- Interventions and modalities: Individual Coaching Team coaching Facilitation Team building Consultancy Training

CONTENT

- Use of data and intuition to intervene a team.
- The importance of emotions in the team coach.
- The importance of trust between the coach and the leader, the coach and the team, and within the team.
- Team effectiveness.
- What is it and how is it measured?
- Flexibility, intuition and practice with teams.