

AGILE TQ FACILITATOR TRAINING

Build agile, high performing teams for a competitive advantage



What is the Agile TQ Programme about?

Great organisations are created by **great teams**. Research has shown that high-performing teams outperform their peers by up to a factor of **2000** (compared to high-performing individuals who only outperform their peers by a factor of 10). We help teams achieve **exceptional results** through **deep insight, intentional communication, iterative development intervention** and by implementing **agile team rhythms and habits**.

The Agile TQ programme is a **holistic, research-based** team development journey that guarantees **sustainable team collaboration**. It is based on the Agile TQ Team Development model™, which identifies **8 characteristics of agile, high-performing teams**.

RESULTS DRIVEN 01

Clear, shared goal, focused on end result

OPEN COMMUNICATION 02

Regular, effective communication and feedback

PSYCHOLOGICAL SAFETY 03

Free to be vulnerable & authentic, willing to ask for help

ACCOUNTABILITY 04

Self-organizing team with clear accountability for each team member and holding each other accountable



08 COLLABORATIVE RELATIONSHIPS

Strengthen relationships and networks within and outside of team

07 CONTINUOUS LEARNING

Quick response to change, learn from mistakes, iterative feedback

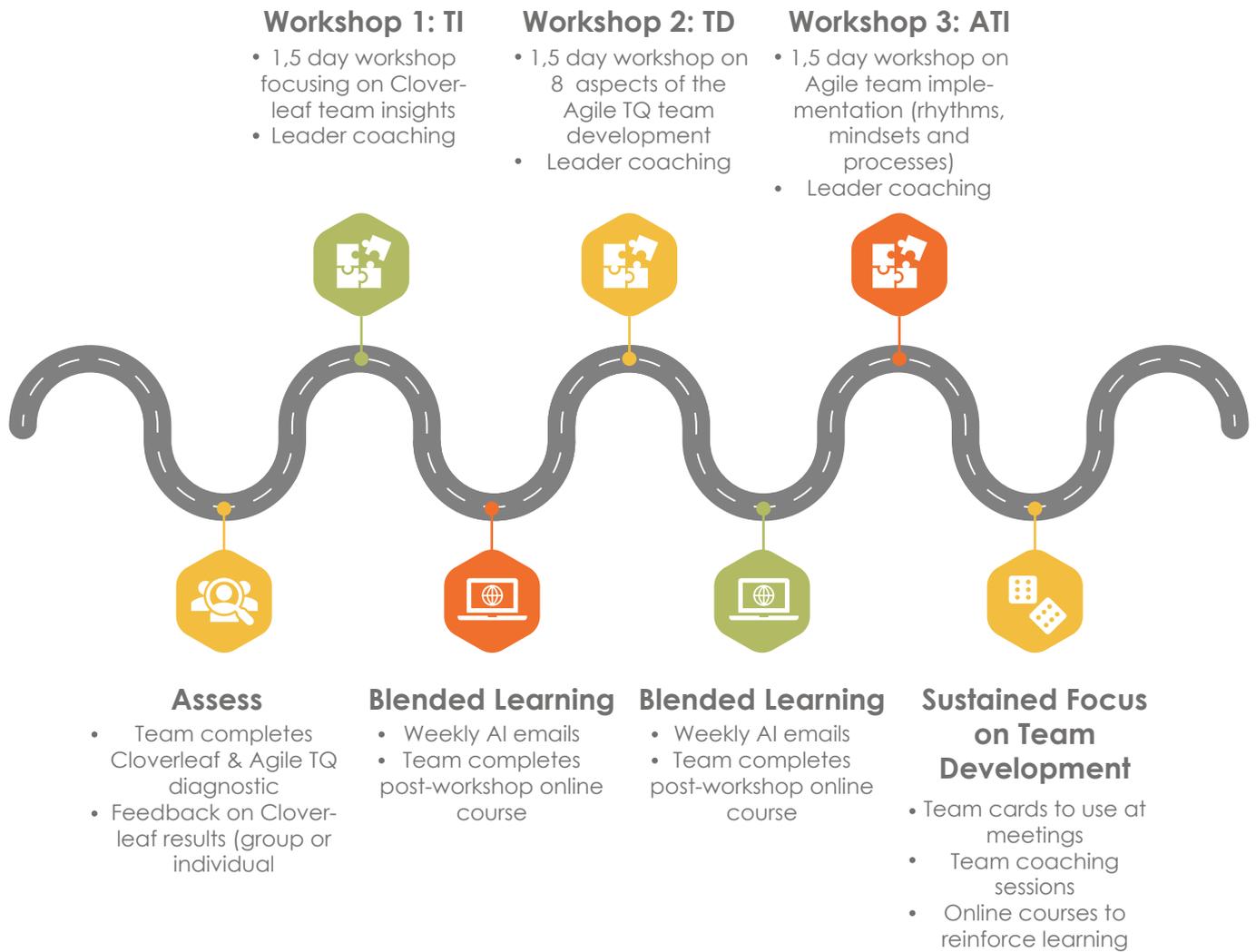
06 DIVERSITY & CREATIVITY

Constructive debate, diverse thinking, win-win conflict management, cross-functional diversity

05 ADAPTING TO CHANGE

Openness to change; quick adoption and support of others through change

The Agile TQ Programme has been designed with **sustainable behavior change** in mind. It incorporates the **latest research on neuroscience, behavioral change and team dynamics** to ensure a **best-in-class team development** experience. Furthermore, it includes the Cloverleaf Team Assessment platform to visualize the assessment data of small and medium teams.



What is included in the Agile TQ facilitator training journey?



Overview of each step in the training programme:

1. Cloverleaf assessment

- Completion of all assessments in the Cloverleaf suite
- Access to Cloverleaf personal dashboard for 12 months

2. Online modules for pre-reading

- Compulsory pre-work explaining the relevant theories for each Cloverleaf assessment
- These online learning modules will also be available to you to use for your clients

3. Session 1: Cloverleaf feedback (CF)

Purpose of this session: to teach you how to use the Cloverleaf team assessment platform and how to use real-time data analytics throughout the Agile TQ team development journey

What you'll learn:

- How to navigate the Cloverleaf dashboard
- How to interpret and analyse each assessment (16 Types, DISC, Enneagram, Team Roles, Strengthfinder, Strengthscope, VIA Character Strengths, Energy Rhythms, Motivating Values and Culture Pulse)
- How to give individual feedback using all the Cloverleaf assessments
- How to give group feedback using all the Cloverleaf assessments
- How to analyse and interpret team profiles

4. Session 2: Team Insights (TI)

Purpose of TI session: for the team to understand the narratives of each team member and how it impacts their behavior, while also giving the team the opportunity to give feedback and make requests of each other in a safe space.

What you'll learn:

- How to facilitate deep team sharing experiences using narrative coaching techniques and storytelling
- How to build trust, empathy and authenticity within the team
- This process has been developed over the last 10 years incorporating aspects of Gestalt theory, Imago relationship theory, Cognitive Behaviour Theory and Neuroscience theory. So, you will have a good understanding of each of these theories and how they can be used within the team context.

5. Session 3: Team Development (TD):

Purpose of TD session: The TD session is aimed at helping the team discuss and internalize their blindspots; celebrate their strengths; and derive actionable developmental goals and next steps that need to be addressed for them to become truly agile & high-performing.

What you'll learn:

- How to use and analyse the Agile TQ Team Diagnostic to help the team identify their key strengths and blind spots
- How to facilitate deeper team conversations regarding the aspects that keep tripping the team up (provided through the Team Diagnostic results) and what is required for the team to move forward
- How to facilitate a team goal setting and team branding activity that allows the team to identify their key stakeholders and how they would like to engage with these stakeholders
- The Team Development process has been developed over the last 10 years incorporating aspects of Transactional Analysis theory, Growth Mindset theory, and Design-Thinking theory. So, you will have a good understanding of each of these theories and how they can be used within the team development context.

6. Session 4: Agile Team Implementation (ATI)

Purpose of TD session: Exploring the rhythms, processes and mindsets that the team can deploy to help them become more agile.

What you'll learn:

- This session is very practical and incorporates the latest research from the Agile and Scrum methodologies. You will learn about the rhythms and processes that have shown to increase team efficiency and collaboration and how to teach teams to deploy these in their own environment (eg stand-ups, OKR's, collaboration boards, Retrospectives etc).
- How to cultivate agile mindsets within the team
- How to apply key Design-Thinking principles and processes to assist the team to become more agile.

7. Session 5: Practical application:

What you'll learn:

- How to coach a team leader using the Cloverleaf tool
- How to diagnose your client's exact team development needs and adapt your approach accordingly
- How to apply all the Agile TQ tools that are available to support your client's needs (Cloverleaf platform, Online modules, Team cards, Workbooks, PPT decks etc.)
- Virtual facilitation tips
- Marketing material and tips
- Logistical arrangements, pricing and Agile TQ distributor agreement
- How to sell-on to clients from the Agile TQ process

8. Final Accreditation Interview

- Interview with one of our Agile TQ Facilitator Trainers to discuss your comfort with the process, your understanding of the key methodologies, any support you might need going forward

Cost:

Level 1:

2-day training course focused on:

- Using the Cloverleaf team assessment tool
- Agile TQ Team Insight facilitation

Plus access to your own Cloverleaf dash-board for 12 months valued at R1250, access to online-learning modules with your own LMS profile and all facilitator guides and training materials.

R2250 per person

Level 2:

2-day training course focused on:

- Advanced Team Development Facilitation
- Agile Team Implementation & Transformation

For Level 1 certified facilitators only. Includes access to online-learning modules with your own LMS profile and all facilitator guides and training materials.

R2250 per person

Upcoming training dates:

Please view our events page on our website (www.yellowseed.co.za) for more information

Contact us:



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