



Team Development & Acceleration

Aligning teams to achieve breakthrough performance and deliver exceptional results

High Performing Teams Create Real Impact

High performing teams collaborate, innovate, and produce consistently superior results. In today's complex healthcare environment, the value of working in teams is critical to an organization's ability to solve complex challenges.

TLD Group's Team Development and Acceleration Process enables teams to produce outcomes quickly. We align how teams are branded and work together to achieve business objectives. We assist leaders and their teams to reach consensus on priorities, roles and accountabilities, and develop strategies and rules of engagement to meet business goals and deliver better results.

Our approach is not a team building event; the goal of TLD Group's Team Development & Acceleration Process is to enhance team performance and sustain it over the long term. Our approach supports real change over time, leads to tangible business results, and provides a sustainable strategy for long term impact.

Why Choose TLD Group?

- **Deep expertise:** We understand the unique challenges facing clinical and executive teams in the provider, pharmaceutical, and payer sectors of the healthcare ecosystem.
- **Expert team consultants:** Our consultants have decades of experience with senior leaders, matrix, functional, cross-functional, multi-disciplinary, self-directed, and virtual teams.
- **Targeted focus:** Our team development engagements utilize a team life-cycle approach to pinpoint the right level and type of intervention for maximum impact.
- **Rapid results with high impact:** Our design principles utilize the most effective methodologies to bring about fundamental change, achieve rapid results, and gain long-term competitive advantage.
- **Conquer performance barriers:** Our programs incorporate several developmental components including psychological safety, interpersonal style and impact, aspirational goals, and relationships with key stakeholders.

Team Development & Acceleration

Five interlocking components drive high performance:

- 1 Creating a Vision, Alignment and Commitment
- 2 Generating Powerful Action
- 3 Building Psychological Safety
- 4 Producing Commitment Based Teamwork
- 5 Holding One Another Accountable

Our Process

ASSESSMENT

- **Team Assessment:** Identifying strengths, opportunities, and key issues for the team to address and resolve
- **Individual Feedback:** Enabling team members to understand their impact on the team's dynamic
- **Team Feedback:** Exploring findings and reaching consensus on the development and acceleration focus

IMPLEMENTATION

- **Setting the Stage:** Designing the time frame and process for the teams development and future state
- **Aligning for Success:** Facilitating workshops to enhance business results, engage trust and open communication, clarify roles and responsibilities , create a shared vision, resolve conflict, and develop clarity in decision making
- **Creating Mutual Accountability:** Co-developing commitments to one another to enhance the team's effectiveness

SUSTAINABILITY STRATEGIES

- **Commitment for Continued Success:** Implementing processes for peer coaching to foster continued growth and development



"TLD Group's team development and acceleration program was specifically tailored to meet the needs of our team, highly interactive, and resulted in tangible business outcomes. The results of our work together will extend far past the end of the engagement as we now have the insights and skills to overcome challenges and foster team effectiveness."

Cam Patterson, MD, MBA
Chief Operating Officer
NewYork-Presbyterian Hospital
Weill Cornell Medical Center

About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

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