The Alignment Company

TEAM TRAINING

Mastering Workplace Collaboration

Three sessions • Two hours each • Virtual or in person

Avoiding conflict is an invisible tax on your productivity.

Stop "the meeting after the meeting" from draining your team's momentum.

- The meeting after the meeting
- Silent friction and backchanneling
- Stalled projects and eroded trust

THREE SESSIONS, ONE SKILL BUILT ON THE LAST

1

SESSION ONE

Active Listening

Listen to understand, not to respond. Session one starts by asking people not to talk, so the costly assumptions surface early.

2

SESSION TWO

Effective Communication

Give feedback clearly and respectfully, including in difficult conversations. Direct and respectful are taught together.

3

SESSION THREE

Navigating Conflict

A shared roadmap for addressing friction and moving forward, so conflict becomes something that moves the team ahead.

✓

THE RESULT

Durable Trust

A team that says the hard thing in the room: to the right person, about the work, in time to matter.

Built to stick. About a week between sessions across roughly six weeks. After each one, a short recap and practical exercises keep the practice going on real work. Real skills, not theory.

SAME CONCERN, TWO OUTCOMES

IN THE HALLWAY

"There's no way that timeline works. Did you see how they handled it?"

The concern never reaches the person who can act on it.

IN THE ROOM

"I'm worried the timeline is too tight for testing. Can we look at it together?"

The concern lands on the work, with time left to fix it.

"The Workplace Collaboration training from The Alignment Company has had an immediate and meaningful impact on all 90 members of the State Fair team. **The benefits continue to grow as we carry the work forward.**"

Renee Alexander
CEO, Minnesota State Fair

WHAT THE RESEARCH SAYS

27%
lower turnover is possible when more employees feel safe to speak up.
Gallup

71%
of projects finish on time at strong communicators, versus 37% at weak ones.
PMI Pulse of the Profession, 2013

47%
of managers were less likely to avoid conflict after skills training.
Acas and University of Westminster

BEST FIT Growing companies of 20 to 200 people, scoped for a leadership cohort, a full team, or a cross-functional group. Especially strong for a new leader taking over a team and setting culture from day one. People want to change with their leader, not be changed by them, so the leader joins as a participant rather than leading the training.

Your team is already talking.
Is it with everyone, or only with the people who already agree?

Book a Call brian@workwithalignment.com | workwithalignment.com

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