



Team Norms: Contracting for Performance

Create a Positive Team Climate

Setting the right norms for individuals and teams within an organization creates a positive team climate that amplifies collaboration and efficiency.

Knowing how people think and behave is the first step in guiding them forward. Then by setting clear expectations and plans that account for cognitive preferences and ensure respectful environments, organizations can lay the foundation for a strong set of norms moving forward.

This Power of WE Module shepherds employees through simple ways to uncover the diverse set of thinking and behavioral tendencies inherent in any organization. Then, individuals and teams actually develop Norms—ways of behaving and ongoing strategies for transparency and achievement that breed success—all based on their own unique makeup.

How it Works



Using a unique and scientific approach through the Emergenetics tool, the Power of WE workshops combine the benefits of Whole Emergenetics Teams (WEteams™) with Whole Emergenetics Approaches (WEapproach™) to bring out the best in any team. Through two-hour dynamic sessions, the Power of WE workshops address common challenges faced by teams and drive performance by helping individuals and teams leverage their strengths to improve essential business functions. These workshops are delivered through engaging and hands-on activities that aid learning and knowledge retention. The result? Happier and more productive teams – and organizations that move forward with a more skilled, engaged and aligned workforce.

Overview

Organizations are social microsystems influenced by unwritten codes of behavioral rules, or norms. Using the Emergenetics Power of WE approach, the first step is to understand the value of creating norms that appeal to each member's Emergenetics attributes. Employees will:

- Identify shared values.
- Strategize common goals.
- Highlight the elements of the ideal work climate.

Everything is built upon creating a commitment for action and putting the plan to the test, so your workforce can exhibit high adaptability to changing conditions.



Participant Objectives	Key Outcomes & Insights	Requirements
<ul style="list-style-type: none"> • A baseline for rapid coherence and clarity around the expectations employees have about their work. • A system for employees to realize different perspectives and translate differences into common ground for success. • A foundation, based on scientific principles and observable behavior, that incorporates personal strengths and approaches for workplace accountability and performance. 	<ul style="list-style-type: none"> • Codes of Conduct • Mutual Understanding • Actionable Feedback • Accountability • Core Organizational Values • Problem Solving & Conflict Resolution • Consensus Building 	<p><i>Time:</i> 2.5 hours</p> <p><i>Pre-Requisites:</i> Emergenetics Profiles for All Attendees</p>