

Are you and your team facing a change
by yourselves – and feeling stuck?

**Work with us to get bigger
breakthroughs faster.**

Move from TRANSITION



to TRANSFORMATION

**Executive coaching,
facilitation and consulting
for team transformation**

NewHorizon
STRATEGIES

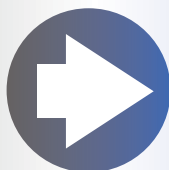
What kind of transition are you facing?

For example:

GOING FROM GOOD TO GREAT?

Our team is high-performing – but we want to do even better.

We are growth-oriented, nimble and agile. We work well together. But what happens if a disruption throws us into reverse? How can we be resilient to remain a high-performing team?



Our team has discovered our “secret sauce.”

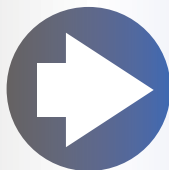
We know what we have. No matter what comes our way, we know how to recreate what we have built and carry it forward. We are mentoring other teams to do the same.



OVERCOMING FRICTION?

People on our team don't get along.

We come from different geographies, offices, cultures and generations. Our values collide. So we resist. Compete. Build fiefdoms. We share no mutual respect. And it costs us dearly – in productivity, quality, innovation and satisfaction. How can we heal?



Our team knows our WHY.

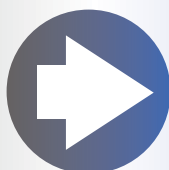
Now we focus on how we are similar and connected. We trust and support one another. We feel empathy – not judgment. We make unified decisions. We believe in our leader and in our team. We are willing to try new things. Our team's culture informs our behavior. We are shining as a team.



DEALING WITH MANY UNKNOWNNS?

Change has paralyzed our team.

We do not feel like a team anymore, so we are not performing as well. We're struggling to reach consensus about what's happening and need a road map for what's ahead. We feel confused, lost, afraid, depleted, disinterested and disengaged. Some people might be ready to quit! How do we fix our team?



Our team can navigate through uncertain times.

Our team is aligned around vision and action. Yes, unknowns persist. But now we are all in. We identify what we can do and are not paralyzed by obstacles and uncertainty. We know how to stay connected, strong and resilient – even when we don't have everything we need – to tackle whatever is coming next.



No matter what you and your team are facing, we can help you move through this transition so you experience a transformation in the workplace.

OUR APPROACH: What you and your team can expect

I. We follow the New Horizon Strategies Transformation Model

Phase 1: Reflect

Something doesn't feel quite right, or you know a change is on the horizon. But what should you do first?

Look in the rearview mirror. **Look back before you look ahead.**

Our lives often seem to be a series of random events, but when we look in the rearview mirror, we get the connections. What connections do you see when you look back?

We will inspire you and your team to **reflect** deeply on important questions at a macro level:

- Who is this team? What has happened? What should we work on?
- What cannot change? What do you need? What do you want?

The team will agree on a charter with goals that team members will work on together.

Phase 2: Resonate

It's time to get very clear on the issues or problems at a micro level before tackling any potential solutions. In most cases, the real issues or problems may not be clear at first.

- What is really happening with you and your team? What do you and your team really want?
- What really needs to happen for you and your team in the future?

You and your team will use tools and assessments to gather data as a starting point for **future setting** and beginning your transformation as a team. As you and your team analyze the data in light of your goals, you will gain insights. Then you will decide what **resonates** most for you and your team as a whole.

- How do these insights make you feel? Do these insights remind you of anything?
- How do these insights relate to what is happening right now – or what is coming up next?

Phase 3: Resolve

You and your team know where you've been. You know where you are. You know what you want.

This is the phase where changes are made. You and your team do the work to **resolve** the issues or problems you are facing.

We will help you develop an implementation plan to get you and your team there – and help you build on every success – through repeated **learning, awareness and practice**. If your situation changes along the way, your goals can be adjusted based on what makes sense now.

Phase 4: Refocus

Because you have gone from transition to transformation, you and your team have changed – often, in many new ways. Now is the time to **refocus** on yourself, your team and those **results**. You and your team will review and get clear on everything you have accomplished – and you will celebrate that – as you begin to walk your new path.

If you and your team decide you are facing another transition, you can return to the Reflect phase and begin again to move from transition to transformation, guided by New Horizon Strategies.



Our phased approach helps you and your team break down big goals into small steps so you can achieve and celebrate milestones.



A New Horizon Strategies executive coach will guide you and your team through every phase so you can move from transition to transformation.

OUR APPROACH: What you and your team can expect

II. We choose the right tools

Once we understand you, your team and the transition you are facing, together we choose the right tools every step of the way to help you make a transformation. Because of our training and certifications, we access outstanding tools to help you Reflect, Resonate, Resolve and Refocus.

Here are some examples of the tools we use:

- **Problem Analysis (Fishbone or 5 Whys):** Discover the root cause of the problems you've agreed to tackle.
- **"Teaming" by Amy Edmonson:** Gain a research-based understanding of how teams rely on psychological safety to thrive.
- **VUCA World:** Explore volatility, uncertainty, complexity and ambiguity – a concept created by the U.S. Army – to respond to constant change.
- **Strengths and Challenges:** Gain perspective with your team by understanding how each member perceives the strengths and challenges you are facing.
- **Tuckman Stages of Team Development:** Discover a simple model to assess team-development cycles and what happens when things change.
- **Prioritization Matrix for Options:** Learn a quick way to sort through what might feel like an overwhelmingly gray set of options to see the colorful direction you should take.
- **SBI Feedback:** Learn how to share feedback without feeling overwhelmed by the nuances of "doing it right."

III. We apply the right methods

It's tempting to choose one solution – either executive coaching, facilitation or consulting – to try and "fix everything." (We know because we tried this – and it doesn't work.) Experience shows that moving you and your team from transition to transformation demands a focused effort with just the right combination of executive coaching, facilitation and consulting:

- **Executive coaching:** To help individuals process their thoughts and commit to an outcome
- **Facilitation:** To bring everyone's ideas, constraints, beliefs and motivations to the surface as a team
- **Consulting:** To apply the precise tools you and your team must have to move forward

HOW TO GET STARTED

Executive coaching for team transformation:

For up to 6 team members plus 1 team leader

- 15 executive coaching sessions with the team leader
- 5 executive coaching sessions with each team member (up to 30 sessions total)
- 5 facilitated half-day team retreats or workshops
- 2 team assessments, debriefs and consulting sessions



We choose the right tools and apply the right methods to help you and your team move from transition to transformation.

“ Our workplace culture appeared to be mending itself after several challenging years – but teamwork and collaboration were missing. New Horizon Strategies helped us change everything. Trust is now our anchor. We manage our energy more effectively. And we're 'all in' to engage and contribute. ”

– Senior leader in human resources at a private equity firm

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S T R A T E G I E S

newhorizonstrategies.com

1.832.224.6455 | laurie.hall@newhorizonstrategies.com