



ZENGER | FOLKMAN

Bringing science to the art of leadership

# The Extraordinary Team™

The research-backed development experience to elevate team effectiveness.

## Benefits of a strengths-based approach:



**4x**

Higher Employee Engagement



**40%**

Greater Customer Satisfaction



**20%**

Lower Employee Turnover

## The Power of a High-Performing Team

*When teams function effectively, employee engagement improves, collaboration and innovation increase, they deliver better results, and execute with purpose and focus.*

## Grounded in Research

*The Extraordinary Team Assessment collects feedback from the team leader and team members. Our research has identified 15 behavioral dimensions that differentiate extraordinary teams. Results are benchmarked against the world's most effective teams—providing a clear, actionable picture of current performance and top development priorities.*

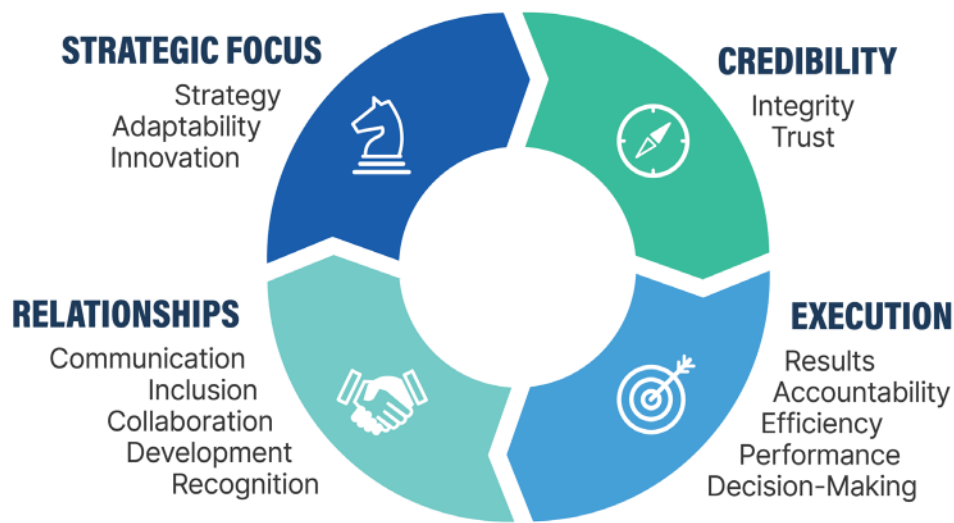
## Built on Collective Strengths

Our research shows that teams thrive by amplifying one top strength and tackling one critical weakness. If a critical weakness is present—a serious issue that undermines the team—it must be addressed first. This focused approach enhances collaboration, boosts engagement, and drives results.

## A New Team Dynamic

The journey doesn't stop at data. The team leader partners with an executive coach to interpret assessment results, identify challenges, and design a focused strategy for success. Then, in a dynamic team development session, the entire group comes together to explore their results. Utilizing our researched strength builders, they create a practical plan to build new habits that fuel accountability, cohesion, and long-term performance.

# THE EXTRAORDINARY TEAM MODEL



High-performance teams don't just happen—they're built by leaders who inspire, build trust, and create a space where innovation thrives and people excel together.

## Deliverables:

- *The Extraordinary Team Assessment* for entire team.
- *The Extraordinary Team Feedback Report* for entire team.
- *The Extraordinary Team Participant Guide* for entire team.
- *The Extraordinary Team Debrief Guide* for Team Leader.



## FLEXIBLE FORMATS

Available in-person or online:

- 1-on-1 Team Assessment Debrief for Team Leaders and a Half-Day Development Session for Intact Teams

Development Experience may be tailored to fit the team's specific needs.



## DELIVERY OPTIONS

May be delivered by Zenger Folkman's facilitators and coaches or by certified internal resources.



## CERTIFICATION OPTIONS

Certify an internal facilitator to deliver a development experience or provide coaching.