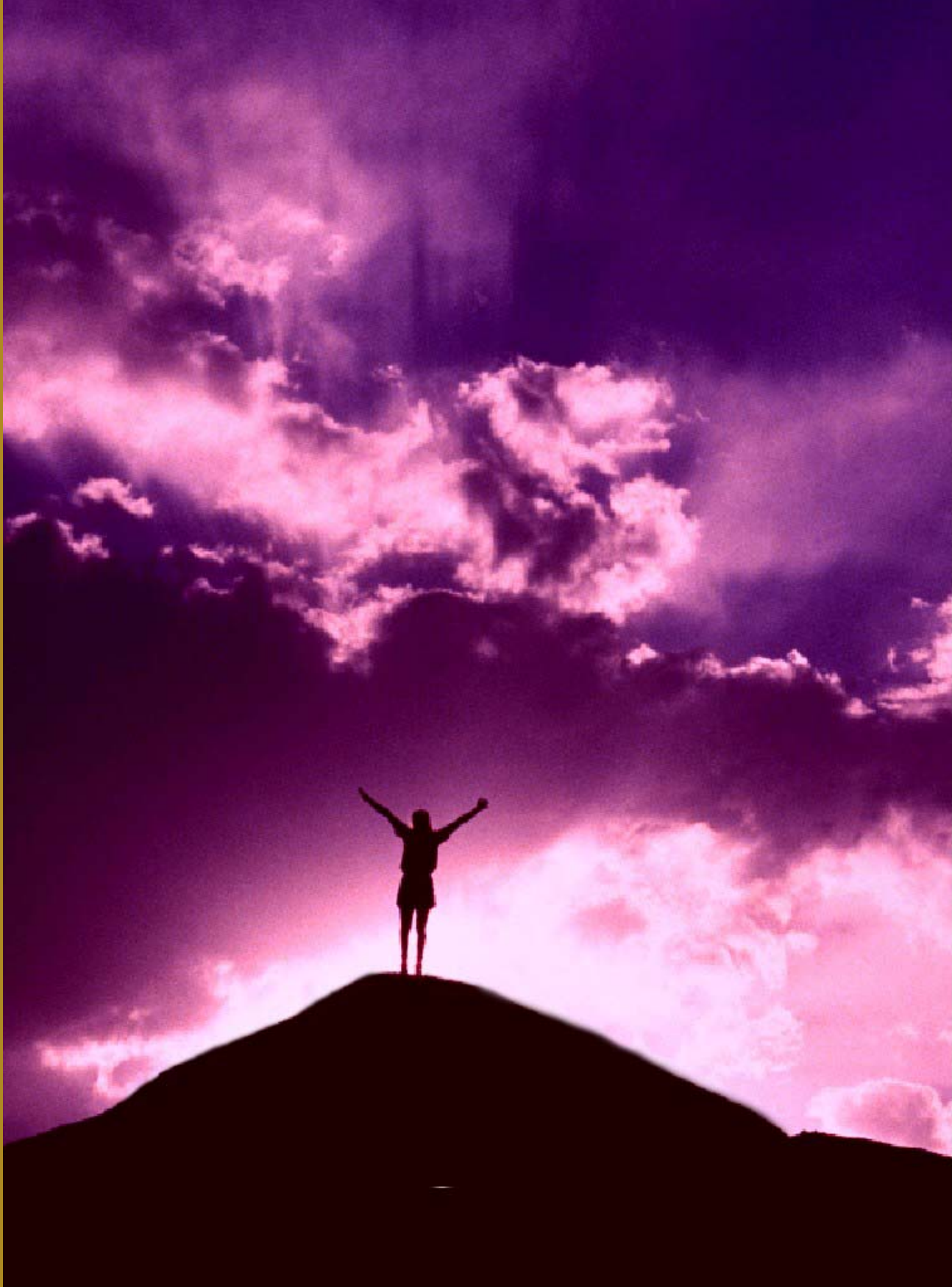


SPORTSMIND

Roadmap to High-Performing
Cross-Disciplinary Project Teams



*M*anagers in today's business environment must be highly productive while operating with shifting priorities and very limited resources. Despite this pressure, software project teams spend 40-50% of their effort on avoidable rework¹. These inefficiencies are caused, in large part, by ineffective technology and/or poor technology-based decisions.

SportsMind contends that organizations can no longer afford the inefficiencies caused by interpersonal challenges, vague expectations, ineffective communication styles and corporate politics:

- More than 80% of IT-related projects are late, over budget, lacking in functionality or never delivered²
- Three-quarters of projects are implemented late with schedule overruns averaging 222%²
- Only 61% of originally planned functions are typically included³
- Cost overruns average 189%²
- 30% of projects are cancelled³

¹ Barry Boehm, IEEE Software, January 2001

² Gartner Group Research Note TU-11-0029

³ Standish Group 1995 Survey

SportsMind creates teams that rapidly and efficiently execute mission-critical projects. We are experts in developing key behavioral and interpersonal competencies that compliment existing project management processes (Six Sigma, FTTM, etc.). As a result, team members from different departments, with diverse, silo-based points of view, come together and achieve project goals more quickly and at lower cost.

By working with SportsMind, your team will:

- Minimize rework and late-stage changes
- Conduct more effective meetings
- Reduce the number of meetings
- Eliminate stress and confusion from lack of clarity or leadership
- Innovate and continuously improve
- Work across the organization to make the best possible decisions
- Respond to breakdowns with resilience
- Operate in a better mood, with higher morale

Our work doesn't slow the project down, it makes things go significantly faster!

Our goal is to help your team develop communication practices and team capabilities that significantly expand your ability to produce results now and in the future.



SportsMind helps your team to develop the skills to:

- Mobilize quickly and effectively around projects
- Excel in interpersonal communication, breakdown management and conflict resolution
- Operate with effective and consistent practices, standards, decision-making frameworks and behaviors at senior management and team levels
- Build core leaders who produce results, run efficient meetings, meet deadlines consistently, and create a mood of purpose, trust and accomplishment
- Establish a learning culture that continuously improves effectiveness and builds team capabilities and strengths

The skill sets learned will produce immediate value in current projects and raise the standard of performance for future projects.

SportsMind's approach is different from that of other Consulting Firms

We help your team reduce risk and complete your project successfully. Our approach minimizes reliance on SMEs who would face similar risks, but who are not ingrained in your culture, committed to your goals, or familiar with your customers and processes. SportsMind's proven expertise is in developing your team's skills and practices to successfully complete your project while you maintain full management control. As you fulfill short-term goals, you will also build your team's long-term capacity to complete more projects without requiring additional resources. The tools and practices gained will stay with your team long after the project ends.

SportsMind partners with you to develop a customized strategy tailored to your specific challenges – programs ranging from a one-time project launch event to a comprehensive team-based development program. The “complete” roadmap to building a high-performance team includes the following components:

FACILITATED WORKSHOPS

Project Launch and Alignment



A successful launch begins with establishing an emotionally compelling vision, clarifies roles and metrics, and unifies team members from different departments. The launch lays the groundwork for productive working relationships and greater trust among team members, and outlines how SportsMind's tools and practices effectively compliment existing project management processes.

Core Leadership Workshops



Our expert facilitators help the core leadership team develop tools, practices and skills that address current needs and lead the team effectively into action. We introduce practices for optimum team mobilization, conflict management, meeting management and collaborative decision-making. SportsMind will help your leaders learn to leverage individual strengths, while increasing their self-awareness and emotional competence.

Team Skill Development Workshops and Learning Teams



For over 20 years, SportsMind has worked with teams to create standards, operating practices, and a shared understanding of how the team will operate to generate value and maximize its human potential. Your team will learn to work together more effectively by enabling members to support one another, integrating new practices into day-to-day operations, and creating a culture of continuous improvement.

COACHING

Real-time Meeting Effectiveness Coaching

SportsMind's coaches will observe your leaders in action and provide immediate feedback to enhance the ability of those leaders to fulfill ambitious objectives. Your leaders will expand their competence to conduct focused project review meetings, respond to inevitable breakdowns, and leverage the team's experience to make the best decisions in the least amount of time.



Individual Leadership Coaching

SportsMind works with your leaders to enhance their effectiveness and capabilities by observing their real-time leadership behaviors, increasing their self-awareness around how these behaviors affect performance, and providing timely one-on-one coaching. SportsMind's coaching is based on communication and listening skills, emotional intelligence, mood management and conflict management. Your leaders will learn to model the behaviors they want to see in their teams.



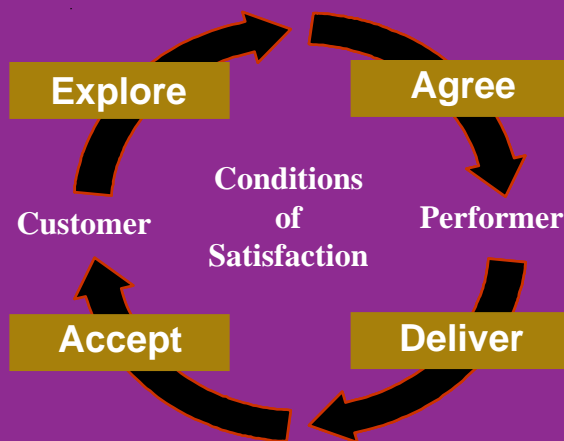
We contend that business can be seen as a network of commitments and promises being made and fulfilled to both internal and external customers. Project success is based on this shared understanding and on the constant realignment towards satisfying the project's customers.

Mobilizing a team depends on the ability of its members to identify their specific commitments and assume accountability. SportsMind helps your team develop effective communication and interpersonal skills that stimulate teamwork and foster joint accountability to produce exceptional results.

Clarifying roles and accountabilities opens the floodgates for faster decisions, higher productivity and a culture of empowerment.

Unnecessary breakdowns often arise because individual roles and responsibilities are not clear. SportsMind ensures that each team member understands his or her responsibilities and is clear on customer expectations. Therefore, the team can move forward quickly, coordinate decisions and produce results.

The Action Cycle: Creating a Culture of Accountability



Business results are produced when commitments are made and fulfilled. SportsMind's Action Cycle is a model for commitment management and team interaction. The Action Cycle establishes standards of accountability and builds a common language of clear requests, offers and promises. It effectively complements existing, process-based project management methodologies by clarifying the responsibilities of team members and the customers' conditions of satisfaction. By using the Action Cycle, your team will:

- *Streamline communication*
- *Identify project redundancies or value leaks*
- *Detect potential gaps and breakdowns before they arise*
- *Better meet the needs of its customers, clients and users*

MOBILIZE ACROSS TEAMS AND DEPARTMENTS

Teammates from different business units, locations, backgrounds and cultures – with diverse communication styles and concerns – will align on their vision and mission, clarify responsibilities and hit the ground running. This cohesion will improve productivity, enable smooth transitions between project phases, and reduce late-stage scope changes.

ACCELERATE TEAM PRODUCTIVITY

SportsMind helps your team develop practices and interpersonal skills to work together effectively, produce results and create a culture of continuous improvement. Team members will operate in a mood of confidence and optimism as requirements change, schedules are tightened and resources shuffled.

DO IT RIGHT THE FIRST TIME

Finding and fixing a problem after delivery is often 100 times more expensive than finding and fixing it during Requirements and Design¹. Reduce the number of firedrills by establishing practices to identify issues early and deal with them effectively. By being candid about progress and identifying potential breakdowns, teams can take immediate corrective action to mitigate risk and resolve issues before they threaten key milestones. Proactively addressing issues frees time and bandwidth for other work. Team members will challenge assumptions, identify improvement opportunities, and work together to create a richer range of possibilities.

¹ Barry Boehm, IEEE Software, January 2001

SPORTSMIND

Solutions for Workplace Productivity

Creating High-Performance Teams

for over 20 Years



Our Clients Include:

- Microsoft
- Rogers AT&T Wireless
- Cisco Systems
- KLA-Tencor
- Capital One
- Cargill, Inc.
- Motorola
- Nike
- Morgan Stanley

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