

4.6 overall rating to recommend the Team Transformation program to a colleague
out of 5 (all participants Agreed or Strongly Agreed)

ImprovEdge Program Components:

- ✓ 4 live virtual workshops for entire team
- ✓ Individual coaching with interim self-study
- ✓ Participant Pre- and Post-Assessments

Objectives:

- (1) Broaden perspectives of team strengths and barriers
- (2) Assume positive intent and communicate without assumptions
- (3) Connect and collaborate as an improviser

Participants were asked to provide **ratings before and after** their workshop experiences with ImprovEdge.

Following four team sessions, these areas are where the **greatest improvements occurred:**

+ 37% *I build on the ideas of others using **consistent and empathetic communication techniques.***

+ 30% *I regularly practice **skills to interact effectively** with direct team members.*

+ 21%

*I consistently use the improvisation principle of "Yes! And..." to **build on others' perspectives and communicate positively.***

+ 20%

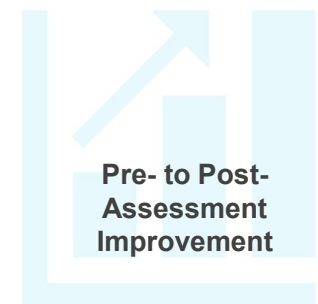
*I actively **seek to understand** different communication styles to work effectively with others.*

+ 18%

*I have identified my **personal communication and collaboration** strengths.*

+ 10%

*I have a clear vision of the **roles and responsibilities** of my peers.*



Empathy

I will learn to put myself in the shoes of others and try to give the best interpretation and feedback of the situation.

How to be empathetic with our colleagues. Silver Linings and Reflections [As key takeaways]

Reflecting in my conversations so I can understand what is being said and train empathy.

Importance of empathy. Emphasis on using reflections to strengthen empathy.

Effective Communication

The understanding that the communication is vital in a team, same as trust, and the fact that we as a team have to support the same vision, and support each other to achieve that.

Being open to all ideas [h]as eliminated 'competition' and self-interest for the betterment of the whole

Use the Yes And... and avoid my "conscious bias" and allow the benefit of the doubt for those colleagues that I have more struggle with the communication.

Listening / Assumptions



Quotes

Will continue to listen and connect with colleagues. Active communication is very powerful when done correctly.

I need to be aware of being as positive and open to ideas and suggestions and encourage conversations. [Shared in an early session]

Having the self awareness to identify the situation where the techniques can be applied to more effectively work together has been exciting.