

# The Deliverable:

News & Views for Winning in the Workplace

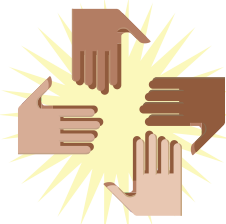
April 2009

## Teams: Getting the Work Accomplished

Time to become productive is a luxury that organizations can no longer afford. Team Coaching - coaching team members as one holistic unit instead of a group of individuals - takes Tuckerman's (1965) team formation model and puts it on steroids to move team alignment forward faster. As HR Business Partners, we need to think proactively about how to maximize a team's potential in the shortest amount of time and sometimes that means trying something new: that is our deliverable to the bottom line. In today's fast-paced corporate environment where organizations continue to flatten and resources are scarce, teams are a business necessity to get work accomplished that formerly was completed by individuals. Read more at [http://www.whprofessional.com/article\\_teams-accomplished.html](http://www.whprofessional.com/article_teams-accomplished.html).



## 6 Steps to Creating a Positive, Productive and Thriving Team after a Downsizing



There may be nothing more excruciating for a leader than to have to lay off members of its team, particularly when the laid off team members are vital and productive. In the life of a corporate entity, however, restructuring is sometimes the wisest strategy and this may mean that employees lose their jobs.

As the leader, your responsibility is to handle the downsizing in the most constructive manner possible and to pull the new team together to be deeply and passionately committed to your team and company's future. How can you do that?

Visit [http://www.whprofessional.com/article\\_downsizing.html](http://www.whprofessional.com/article_downsizing.html) to read more about the six steps to navigating the downsizing process with power, intention and compassion.

Visit [www.whprofessional.com](http://www.whprofessional.com) to learn about the Organizational Flexibility Model: a transformational process moving beyond change management integrating the six-step capabilities into your organization. Result: a resilient organization less exposed to change.

## Team Coaching Invitation to Savings

Invite us in for a Team Coaching Consultation. You'll receive **15% off** your first 1- or 2-day Intensive. **Call by June 15 - Schedule Intensive by July 31.**

Call us now to get your teams productive and high-performing now.

Offer Expires: 06/15/09



## Book Nook



Don't let the title scare you off, *Moral Intelligence* by Karl Albrecht is a necessary read, especially for today's environment. The last several years has demanded another component required for leadership - integrity therefore "... if we lack integrity, by definition, we lack moral intelligence" (Albrecht 2005). As we re-think what makes successful leadership how about adding integrity, responsibility, compassion and forgiveness.

Greetings and welcome to the first issue of *The Deliverable: News and Views for Winning in the Workplace*. I am thrilled at the opportunity to provide a forum for the HR community and beyond to share practical, cost-effective, implementable solutions for these radically changing times. Over time I envision that you will have a desire to contribute news, views and tips as well. These are challenging times of budget cuts, downsizing and the shortage of great talent that I know make it difficult for all of us to continue to create the best company and work environment possible. I am hopeful that *The Deliverable-News and Views for Winning in the Workplace* can be another tool in your toolkit of success.

If we can be of assistance, please call us at any time.

Karen Toole  
WH Professional Services

WH Professional Services, LLC, offers practical, cost effective and seamless human resources, organizational effectiveness, and coaching products and solutions for your organization to win today...and tomorrow.

We take a holistic approach in working with our clients by ensuring that all solutions look at the four critical elements of an effective organization. Our goal for every engagement is that knowledge transfer is a priority.

Visit the WH Professional Services Website for more on how we can help you!



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