

Sponsor Workshop

Overview Sponsors play a critical role in the success of their teams. They are responsible for launching the team, authorizing its activity and, they are ultimately accountable for delivering the desired results. Research demonstrates that many of the causes of poor team performance are a direct result of actions taken or not taken by the sponsor. A clear understanding of the role as well as the skills required to effectively carry it out will enable sponsors to help teams accelerate accomplishment of their objectives, minimize wasted time and effort and maximize organizational learning.

Results Participants will learn how to:

- Determine whether a team is the appropriate vehicle for accomplishing a specific business result
- Identify, recruit and support the right team leader, members and other resources to maximize the likelihood of success
- Collaboratively develop a team charter that effectively defines the scope of work and ensures alignment with strategic objectives
- Provide timely and appropriate feedback and guidance while empowering the team to operate
- Intervene appropriately or take corrective action when a team is stalled or off-track
- Amass support for the team's efforts while removing organizational obstacles
- Effectively measure progress and results
- Celebrate successes and lessons learned

Who should participate

- Senior leaders who have overall responsibility for deciding what to work on and deploying cross-functional teams to accomplish the desired results
- Managers and supervisors who are responsible for enabling functional or process teams to identify and make improvements

Methods Participants learn through a combination of theory and interactive exercises with practical work applications designed to provide enough knowledge and practice to enable sponsors to successfully carry out their responsibilities. Self-assessment, feedback and skillful group discussion personalize the learning experience and enhance transfer to the workplace.

**Workshop
topics**

The Sponsor Workshop is customized to the needs and experience of the organization and participants. Typical topics include:

- The role of the sponsor in chartering and developing teams
- Getting the team off to a strong start
- How to link the work of teams to strategic objectives Guiding the team through the process improvement methodology: behaviors, tools and methods
- Empowering the team: how to maintain your accountability while enabling the team to act
- Identifying causes of poor team performance and developing appropriate interventions and corrective actions
- How to use your organizational power to enhance your teams' success
- Celebrating and rewarding success
- Accumulating lessons learned for organizational learning