

Success Stories: Team Optimization

American Red Cross

Team of 40 | Non-profit | Remote across U.S.

This remote team prioritized both individual growth and team communication as it grew rapidly, focusing on the onboarding experience and off-site professional development workshops centered on strengths and teamwork. Outcomes included:

- Stronger Relationships:** An understanding of strengths, common language to use regarding individual ways of working, and sense of personal connection, for new and existing employees.
- Elevated Communication:** Individual “operating manuals” and custom leadership guide to understand how to leverage each employee’s impact factors, how to most effectively communicate with them, and what to expect from them.

Calwis Company

Team of 9 Leaders | Manufacturing | Green Bay, WI

Calwis sought solutions to elevate communication, create trust, and value differences among members of its current leadership team.

- Confidence in Individual Contributions:** Facilitated team conversations and “Innerview” exercises helped to champion individuals for their ways of problem solving.
- Leadership Coaching:** Equipped with a mutual respect for each other’s strengths and abilities, in-between workshop 1:1s addressed relationship challenges and set a path forward for working together.

Penfield Children’s Center

Company of 150+ | Health & Education | Milwaukee, WI

All employees at this values-centric child development organization got involved in an organization-wide initiative designed to maximize overall employee and company potential.

- Aligned Talent:** Intentional hiring, onboarding and ongoing leadership development created strong teams and jump-started relationships across roles including executive-level.
- Optimal Performance:** Individual coaching and custom tools for performance management led to clarity and accountability.