

Presentation of personal and group development since our Wilderness - Experience Training Corporate Culture Team Management in El Valle de Anton Panama in March 2013

Follow-up in October 2013 in Rio de Janeiro

Achievement-check! © Prof.Dr. Ingelore Welpé

What is this the achievement check for?

In our follow-up seminar we will present achievements on personal level and on group level from Panama commitment and by this we share knowledge, integrate the team and develop team spirit and team excellence.

The presentations gives us the opportunity to evaluate how well the application of lessons learned was, the steps forward for progress and the lessons still to learned for the team.

By our open and trustful feedback from all team members we will strengthen our “Panama commitments” further and improve for master skills in relationship and trust building, communication and feedback culture and leadership of the team.

Our final agreement, signed by all participants in Valle de Anton was on communication style and trust building in our company. In detail we committed to 6 habits and actions:

1. Nonviolent and connecting Communication
2. Direct and tactful feedback
3. Shared leadership
4. Have dialogues
5. Talk to people not about people
6. Trust based communication and trust walks. To do a proper and valid achievement check, we will take the following steps.

1st step: **Individual assessments** by examples

2nd step: **(small) Group assessments**, compare individual perceptions, find group statements

3rd step: **Final team assessment** of level of achievement after presentation of group assessments and final discussions

1. Individual assessments

a. Please rethink the last 6 months in daily business!

b. Remember meetings, interactions, talks, conflicts, ...to find and write down examples to commitments 1 to 6

- one for very good practise (commitment 100%) (e.g. 5) and my example is... as my experience was...?
- one for average (business as usual, commitment 50 %, half-hearted) (e.g. 1) my example is... as my experience was...?
- one for bad practice (total failure of commitment less than 30%) (e.g. 2) and my example is... as my experience was...?

2. (Small) group assessments

a. share and compare individual perceptions,

b. then assess (10 to 100) at group level team practice of commitment

10 20 30 underachieved	40 50 60 70 average	80 90 100? overachieved
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1. Nonviolent and connecting Communication

2. Direct and tactful feedback

3. Shared leadership

4. Have dialogues

5. Talk to people not about people

6. Trust based communication and trust walks

c. For presentation finally prepare a **thoughtful verbal statement** on team development and progress in

- level of communication
- feedback practice
- trust in team

3. We share group statements and perceptions in a final team assessment

In our final overall evaluation, we find gaps/reasons why results were achieved or goals were missed (do not complain on external forces, as we know all about that, but look at interactions of team and team members) and identify room and actions for your improvement!

End of Commitment Check

