

Kitoko People

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Legal form: Ltd.

Kitoko People

Our customized offer in the area of team performance

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Challenge

You want to sustainably improve communication and collaboration in cross-generational teams.

Identify and resolve conflicts and disagreements early on. Develop your teams measurably and targeted way towards High Performing Teams and contribute specifically to the company's success.



Our approach

STRENGTHEN PSYCHOLOGICAL RELIABILITY (RESPECT, TRUST AND APPRECIATION) IN YOUR (LEADERSHIP) TEAMS AND PROMOTE CROSS-GENERATIONAL KNOWLEDGE TRANSFER.

Based on our competence model, the most important future skills are promoted in effective trainings. In a mixture of well-founded knowledge inputs, the latest studies, and innovative workshop formats, the team members' competencies and methods are developed in a meaningful way.



The result

ESTABLISHMENT OF PSYCHOLOGICAL RELIABILITY (TRUST, RESPECT AND APPRECIATION) WITHIN DIVERSE TEAMS TO IMPROVE COOPERATION SKILLS AS WELL AS PERFORMANCE IMPROVEMENT.

The focus is on using the diversity of generations as a strength and intensifying the exchange of knowledge.

Service - Team Performance

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Main topics

Connectedness and clarity



- Basic values of psychological security
- Strengthen cohesion and trust
- High performance teams

Conflict Management



- Conflict Styles
- Causes of conflict
- Adequate handling of conflicts
- Conflict resolution strategies

Verbal and non-verbal communication



- Active listening
- Feedback culture
- Psychological basics of communication
- Communication styles

Resilience



- Knowing and using resources/ strengths
- Self-efficacy in teams
- Tools and methods

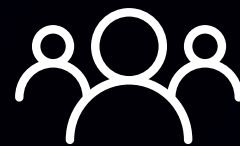


Added value at company level

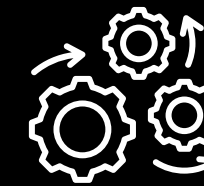
The participants...



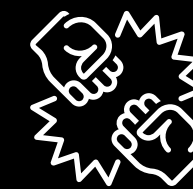
learn to recognize potential in themselves and others and to use it in a target-oriented way, to establish feedback and growth mindset.



understand the connection between psychological safety and team performance and contribute their own part to it.



get to know processes that help teams to use impulses, strengths and resources in the team in a goal- and solution-oriented way.



practice communication skills and use adequate solution strategies in conflict situations.



Process architecture



Field of action 1: Order clarification



STEP

Services:

- Mission and needs clarification with HR and/or management.
- Sharpening the benefits that the organization wants to achieve
- Constructive examination as well as supplementation of previous considerations with our expertise
- Target formulation of the appropriate intervention
- Defining the framework of the collaboration
- Process architecture with concrete milestones

Target:

Structured and careful clarification of the assignment for the customized process design of team development, tailored to the needs and requirements of your company.

Field of action 2: Measurement of high-performing teams



2



STEP

Services:

- Desk research on high-performing teams in your specific business context
- Define dimensions of High Performing Teams as measurement criteria
- Create questionnaires and/or conduct qualitative interviews to analyze the current state of high-performing teams
- Determine maturity level of high performing teams and create gap analysis

Target:

Determine the degree of effectiveness of existing teams, using scientifically sound methods, as a fact-based foundation for action-oriented measures to improve performance.

Field of action 3: Planning & implementation of the workshops



STEP

Services:

- Processing and integration of the obtained insights from the preceding data surveys
- Elaboration, detailed planning and implementation of customized workshops with clear objectives
- Targeted competence development towards a defined target state
- Review of competencies based on measurement criteria and target agreements
- Ensure transfer to everyday life and define concrete implementation strategies

Target:

Detailed planning and efficient implementation of the sequential workshops with concrete goals and a strong focus on action competence

Field of action 4: Evaluation, management summary



Services:

- Digital documentation of the developed, most important contents of all workshops
- Processing, integrating and embedding the impressions received
- Constructive evaluation of the implementation and identification of potential for improvement
- Identify and assess emerging potentials and opportunities and determine appropriate recommendations for future action
- Formulate executive summary and initiate next steps

Target:

Constructive evaluation of the collaboration as well as compiling the most important findings from the services provided and writing them in an executive summary as a basis for the sustainable continuation of the process



"The professionalism and guidance, as well as the success rate of the goals set, convinced us in all aspects."

ANDREA DÄHLER-HOFWEBER, CHAIRMAN OF THE BOARD OF DIRECTORS & REMO KOBLUK, CEO RUGENBRÄU

Do you have questions or needs? Want an insight into our latest studies?

Contact us now.

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