

S.T.A.R. Player™

ESSENTIAL SKILLS FOR AN EFFECTIVE TEAM PLAYER

Powerful strategies and skills for members of teams become S.T.A.R.s



The ability to work effectively in teams requires right skills; skills such as, the ability to influence and negotiate, give and receive feedback, be assertive and sensitive, show ownership and accountability, clarity and commitment and, not the least, the ability to be focused on the results. A S.T.A.R. Player must be able to do all this and more in order to make greater contributions to his team.

Equinox Consultants have been pioneering team performance development for the last 16 years. We have shared our extensive experience with many organizations through our innovative workshops.

S.T.A.R. Player™ workshop uses the powerful S.T.A.R. Model which provides a solid framework and proven techniques for facilitating and guiding individuals and teams towards realizing their potential for performance.

This workshop is highly interactive, with activities that help participants assess their team strengths and areas for improvement; and learn how to work on four key dimensions which transform teams from just performance to high performance.

WHO SHOULD ATTEND

Anyone who works in a team can benefit from this workshop.

BENEFITS FOR PARTICIPANTS

The S.T.A.R. Player™ workshop is a one/two day, highly experiential workshop that provides a solid foundation for members to build their skills to be part of a high performance team.

During the workshop participants will :

- Understand their strengths and improvement areas from their S.T.A.R. Player profile
- Develop the skills and attitude which make an effective team player
- Use 'Stimulating Communication' for asserting, influencing, feedback and building openness
- Sustain productive working relationships based on 'Trust' and collaboration
- Develop greater 'Accountability' thru' enhancing clarity, ownership and commitment
- Develop a 'Result' orientation

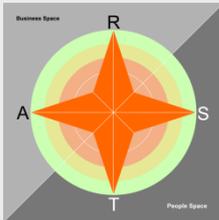
WORKSHOP PRE-WORK

- S.T.A.R. Player™ Assessment survey - helps leaders to understand 'where they are' and to create actions for 'where they want to be'.
- Reflector Big Five™ Personality (Optional)

The S.T.A.R. Model

Equinox's S.T.A.R. Model for High Performance™, an outcome of years of application and refinement, is the backbone for most of our consulting, training and coaching services.

According to this model, the four dimensions which, when worked on, would catapult any team, leadership or business to High Performance are;



- Stimulating Communication
- Trust
- Accountability
- Results

The strength of the model, say many of our customers, is its simplicity and practicality.

Action Learning - Advantages

- Reality - real problems with real consequences and real constraints
- Memorable - the experience, environment, weather and the Learning
- Reduced barriers and quick recall of learning
- Shared experience - build bonds beyond the course itself
- Giving individuals the opportunity to plan the use of new ideas in future situations

POST WORKSHOP SUPPORT

Equinox has post training support systems to ensure the effective implementation and internalization of training inputs on the job and to ensure continuous learning and development. The post program support is primarily facilitated through our online collaborative learning community (community.equinox.co.in) which includes:

- Reference documents to follow through and review learning
- Discussion forum, learning videos, blogs and webinars for enhancing group learning
- Total integration with latest online tools to remain up-to-date and seek help from anyone in the team, group or the community
- 1:1 chat based consultation to help in implementation, address the gaps if any and suggest continual development.

HOW PARTICIPANTS LEARN

Action and Experiential Learning method is what we use in our team building programs which;

- Provides a powerful medium for training managers
- Helps individuals to learn new skills and improve old ones
- Experiential in nature

WORKSHOP AGENDA

- Workshop Overview
- Discuss, understand and appreciate one's own personality and acknowledge and respect differences in others, using the Reflector Big Five™ profiling report (if taken)
- Understand the S.T.A.R. Player™ profile and the model for working in a team
- **S**timulating Communication
 - Understand interpersonal communication
 - Learn the use of Feedback in building relationships
 - Active listening
 - Influencing and persuasiveness
 - Uncover differences with active dialogue
 - Being Assertive

- **T**rust
 - Understanding Conflicts – cause/effect
 - Conflict resolving methods
 - Building trust and openness
 - Collaborate – Think Win:Win
 - Understand 'Integrity' and its role in building trust
- **A**ccountability and commitment
 - Understanding goals and objectives clearly
 - Clarifying one's own roles
 - Learn to work using SLAs
 - Follow up and use in managing commitments
- **R**esults
 - Be result focused while working in team
 - Understand the cost of non-performance
 - Use Review as an effective means of measuring performance
- Personal Implementation Plan (PIP)

Equinox Consultants

Equinox Consultants, is a 16-year-old leader in learning and performance improvement in organizations.

We help clients build the needed collaborative capability to produce extraordinary results, improve critical business processes, and create and maintain trusting and productive work relationships.

Our services include Consulting, Coaching, Assessments and Training.

For more information, visit : www.equinox.co.in

OUR VALUED CUSTOMERS

Equinox Consultants, has in the last many years partnered training and development interventions with companies which include the Fortune 100; Oracle, Dell, Deloitte, Sony India, Wells Fargo, ICICI, Cordys, Wipro etc. to name a few.

OUR FACILITATORS

Our facilitators come with over 20 years of experience and have trained over 100,000 executives across levels and across industries.

Known for their highly interactive, profound yet simple methods, they have been helping people and businesses achieve their goals consistently.

Their penchant for value-add, with continuous and ongoing support for addressing client queries, is what has made them develop effective and productive client relationships in their business.

WORKSHOP LEADERS



Umamaheshwar
B.E., PGDM IIM Lucknow
Co- founder & Partner
(Certified Big Five Consultant, Buzan Licensed instructor on Creative Thinking and Mind Mapping)

Umamaheshwar has over 17 years of experience in OD and HR consulting, Performance Development, Facilitating and Coaching.

Backed by his first hand experience in IT industry, he has been involved in consulting and designing several performance development initiatives for his clients which include companies like Oracle, Avaya, Wipro, Wells Fargo, NCR Corporation, ICICI, Deloitte, GE, Wipro, Baan, Dell, DE Shaw. He has led numerous workshops in areas of Leadership, Motivation, Team Building, Communication, Process Innovation etc.

He has over 3000 training days to his credit and trained over 40000 professionals in the senior, middle and junior management levels.

Before joining Equinox, he was a Group Consultant with NIIT Ltd. He is a Certified Big Five Consultants and is one of the two Buzan Licensed Instructors in India, for training individuals on Brain Training and Mind Mapping.



Sree Kumar
Co- founder & Partner
(Certified Big Five Consultant, Buzan Licensed instructor on Creative Thinking and Mind Mapping)

Sree has over 21 years of experience in Sales and Sales Management in the IT and Management Training areas. Over the last 13 years he has been involved in facilitating training interventions in diverse industry segments. He has over 3000 training days to his credit.

He has trained in companies like GE, DELL, Microsoft, Oracle, Deloitte, Baan, Citibank, ICICI, DE Shaw, Wells Fargo to name a few. He has trained over 45000 professionals in the senior, middle and junior management levels in the areas of Communication, Team Building, Leadership and Motivation.

Sree Kumar has been actively involved in the development and design of unique teaching methodologies for learning and development. His strengths are in making the learning impacting and a highly enjoyable experience for participants. His forte is in engaging large groups through team bonding and team building initiatives using Equinox's highly innovative and powerful Large Scale Interactive Process (LSIP) tools and methodologies

His areas of interest are in Creativity, Team Training and Personal Transformation programs.