

Intelligent Teaming Series

Overview of PowerClasses



TEAMING LABS

Teaming Labs

[Teaming Labs](#) is about **Intelligent Teaming**. Think of us as the cool mixologists of team dynamics that empower your team by activating the **-ing**. We blend experiential learning with facilitation, coaching, and research-backed methods to provide your team with the insights and practical tools that enable it to thrive.

Intelligent Teaming Series

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| Problem | <ul style="list-style-type: none"> • Harnessing the benefits of your team's diversity • Bridging the management "say-do" gap • Overcoming power dynamics and team resistance |
| Solution | <ul style="list-style-type: none"> • Five interactive, 120-minute live virtual PowerClasses • Actionable tools and skills for leaders and team members • Create real impact and a high performance team culture |

Overview of PowerClasses

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|-------------------------------------|---|
| 1 - Teaming Trust | <ul style="list-style-type: none"> • Connect teaming trust to intelligent teaming • Apply tools to encourage "speaking up" and "listening in" • Recognise indicators of teaming trust and lack thereof |
| 2 - Resistance & Inquiry | <ul style="list-style-type: none"> • Identify resistance and <i>hot spot</i> moments with your team • Apply actionable tools to respond to resistance & dynamics • Unlock the wisdom at the root of these defiant voices |
| 3 - Teaming Decisions | <ul style="list-style-type: none"> • Leverage your team's diversity to elevate its performance • Apply a 5-step process to make inclusive decisions • Enrich team decisions with alternative perspectives |
| 4 - Power Dynamics | <ul style="list-style-type: none"> • Explore where power lies within your team • Apply actionable tools to <i>own</i> and <i>share</i> your power • Leverage power to enhance team collaboration |
| 5 - Teaming in Action | <ul style="list-style-type: none"> • Reinforce teaming principles and tools with practice • Apply tools in a complex team-based simulation • Reflect and adapt to real-world teaming environment |

1 – Teaming Trust: A Trail of Trust

Objectives

- Connect teaming trust to intelligent teaming
- Apply tools to encourage “speaking up” and “listening in”
- Recognise indicators of teaming trust and lack thereof

Teaming Trust is the talk of the town these days, and there are many good reasons why. When it comes to Intelligent Teaming, creating an environment where all team members can speak freely and listen curiously is essential. **In the end, you cannot leverage what remains hidden.** But what is teaming trust, really? (hint: it’s different from everyone being ultra-nice), how do you know if it’s there? (hint: if you’re open to discuss it, that’s a good sign!) and how do you go about crafting such an atmosphere? (hint: it’s not just the leader’s job).



In this 120-minute session, you will gain a deeper grasp of teaming trust, get to understand how it impacts intelligent teaming and explore the delicate balance of its main components (speaking up and listening in). You will leave this session with a strengthened ability to recognize real-world indicators of teaming trust, and have a calibration tool in hand to set up any meeting in a candid and curious way.

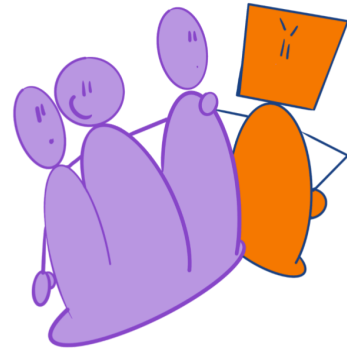
Links to [Information Sheet](#) and [Intro Video](#)

2 – Resistance & Inquiry: Vive la résistance

Objectives

- Identify resistance and *hot spot* moments with your team
- Apply actionable tools to respond to resistance & dynamics
- Unlock the wisdom at the root of these defiant voices

Ever felt like you're trying to assemble an 'intelligent' team, but one member seems to have missed the memo, another has a perpetual tardiness habit, and the third seems to have a 'no' before 'hello'? Ring any bells? **To uncover the science of Intelligent Teaming, we have to look at the dynamics that underlie it.**



In this 120-minute session, we'll unveil the intriguing world of common group dynamics and their impact on intelligent teaming. How can you unveil these hidden forces? What's the secret to dealing with defiance? And how can we address these behaviors in a way that paves the path to intelligent teaming? You will leave this session with a new appreciation for defiant voices and a tool in hand to leverage their wisdom.

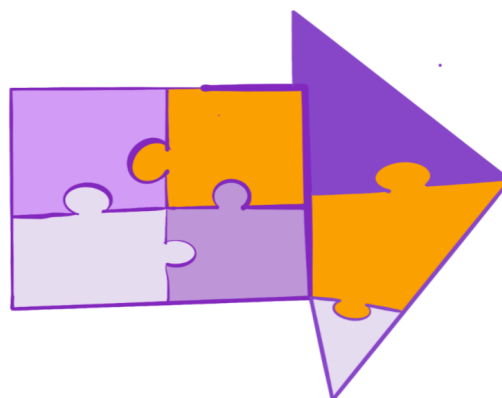
Links to [Information Sheet](#) and [Intro Video](#)

3 – Teaming Decisions: Designs by Design

Objectives

- Leverage your team’s diversity to elevate its performance
- Apply a 5-step process to make inclusive decisions
- Enrich team decisions with alternative perspectives

Embracing diverse viewpoints within your team is just the beginning. True intelligent teaming means leveraging that vibrant tapestry of ideas when making tough decisions. Simply collecting diverse perspectives is not enough when we ultimately only push our own perspective forward, nod along with the leader, or follow the crowd during crucial moments.



What is the point of gathering alternative ideas if we discard them when it matters most?

Decisions by Design dives deep into the science of intelligent teaming and decision-making. In this 120-minute session, we’ll explore the varying approaches to decision-making as a team; directive, consensus, and the intelligent teaming approach. Based on the concept of Deep Democracy, we will uncover the hidden voices – both mainstream and alternative – that influence each decision. We will equip you with a practical five-step decision-making tool that promotes intelligent teaming. This systematic approach uses all perspectives to reach the best, most enriched decision, while simultaneously encouraging the team to bring their diverse viewpoints to the table in the future.

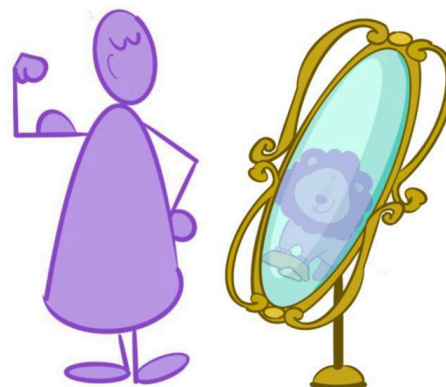
Links to [Information Sheet](#) and [Intro Video](#)

4 – Power Dynamics: The Lion, the Mouse, & the Mirror

Objectives

- Explore where power lies within your team
- Apply actionable tools to *own* and *share* your power
- Leverage power to enhance team collaboration

Intelligent Teaming is about purposefully using the power of teamwork. Underlying team dynamics can limit intelligent teaming. When these issues arise, we often fail to recognise it as power dynamics or point fingers and place blame on our leaders. When it comes to intelligent teaming, however, **every team member has the influence and responsibility to shape a supportive environment.**



Teaming Labs' 'The Lion, The Mouse & The Mirror' is a PowerClass designed for both leaders and team members who are eager to explore the concept of power openly.

Teaming Labs' PowerClass 'The Lion, The Mouse & The Mirror', is a virtual PowerClass about power. In this 120-minute session, you will explore the true meaning of power, rank, and range and connect those concepts to your real-work environment. True to being a PowerClass, you can expect much interaction and playful practice, both in small and big groups. Additionally, you will gain some practical power tools that allow you to own your power and share this with others without delay in your very next meeting.

Links to [Information Sheet](#) and [Intro Video](#)

5 – Teaming in Action: From Intent to Impact

Objectives

- Reinforce teaming principles and tools with practice
- Apply tools in hands-on, complex simulations
- Reflect and adapt to real-world teaming environment

Intelligent teaming isn't just a set of concepts—it's a way of working that thrives under real-world pressure. This PowerClass is your opportunity to put it all into practice. Theory becomes action as you navigate dynamic challenges, applying the principles and PowerTools of intelligent teaming to solve complex, time-sensitive problems.



In this 120-minute session, you'll immerse yourself in a novel Teaming Mission simulation, designed to test your team's ability to adapt, collaborate, and execute under uncertain conditions. It's not about just following steps—it's about integrating skills, sharpening instincts, and building trust in the heat of the moment.

By the end of this session, you'll have experienced the power of intelligent teaming firsthand, uncovering key insights to strengthen your team's real-world performance and tackle challenges with confidence.

Links to [Information Sheet](#) and [Intro Video](#)

Selected Testimonials

“The PowerClass was a compact, insightful, and highly practical experience, guiding me to a deeper understanding of my own strengths and vulnerabilities. It has fundamentally changed my approach to power dynamics and has equipped me with tools that have made a significant difference in my work life.”



Dr. Elwanda Bennett

Vice-President of Professional Development
Project Management Institute (Houston)

“The PowerClass gave us a clear understanding of how we may be blind to the nature of power and its consequences on organizational effectiveness. I recommend this program to any organization that needs to understand and gain awareness of power dynamics, particularly at senior levels.”



Julian Chapman

President
Forrest & Company

“The PowerClass was well-structured, engaging, and thought-provoking, and the facilitator created a safe and supportive environment. We were equipped with practical tools and strategies to improve collaboration; highly recommended to anyone looking to grow both personally and professionally.”



Tia Dang

Director of Growth + Technological Wellness
Project Management Institute (Houston)