

Team Performance & Training

Training that shows up in how teams **actually work**.

Most training feels productive in the moment—and then quietly disappears.

People nod. They take notes. A few ideas stick. And then everyone goes back to doing things the same way.

We design training that holds up after the session ends. Our secret? We don't focus on delivering static content—we focus on helping teams practice the skills they need to work better together under real-world pressure.

What This Training Looks Like

Our sessions are built around participation, not presentation.

Teams spend less time listening and more time practicing. Real situations replace hypotheticals. We work through the communication breakdowns, decision friction, and collaboration challenges teams actually face.

What We Do

We have decades of experience organizing and facilitating action-driven trainings for groups offsites for groups from 6 to 600... in-person and online.

- Interactive, practice-based workshops
- Highly facilitated sessions that adapt to the room and task or implementation
- Skill-building focused on communication, collaboration, and execution

This is not:

- Slide-heavy lectures
- Generic content dropped into any organization
- One-and-done sessions with no follow-through

How We Approach is Training

We use co-active learning—people learning by doing, **together**.

Sessions balance focus, movement, reflection, and application. Humor and play are used deliberately to lower defenses and make honest conversation easier. **Fewer slides. More reps. Better results.**

The approach is informed by neuroscience and behavior change research, delivered in plain language and grounded in practical application

What You Get

- Stronger communication and interpersonal effectiveness
- Better collaboration and trust
- More confidence navigating ambiguity and change
- Shared language and tools teams can use immediately

Who This Is For

This work is a strong fit for teams that:

- Are navigating change, growth, or increased complexity
- Learn by doing, rather than seated instruction
- Want training that actually changes how people show up day to day

Common Training Focus Areas

- Communication, influence, and feedback
- Team effectiveness and collaboration
- Leading and navigating change
- Innovation, problem-solving, and decision-making
- Customer experience and relationship-based selling

Interpersonal Communication

- Team Building for Meetings, Offsites, Conferences and Virtual Events
 - Improv Essentials for Agile Teaming
 - Public Speaking and Presentation Skills
 - Personal Influence
 - Putting Emotional Intelligence to Work
 - Relationship Building, Conflict Management, and Assertiveness
 - Influencing through Storytelling
 - Storytelling for Scientists, Engineers, and Technical Thinkers
 - Overcoming Imposter Syndrome
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Innovation and Change

- Leading Change
 - Embracing Change
 - Building Innovative Teams & Cultures
 - Innovation Toolkit: Problem-Solving, Ideation & Design Thinking
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Customer Experience and Sales

- Front Line Customer Service
 - Relationship-Based Sales
 - Negotiation
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Leadership Skills

- Employee Performance Toolkit: Coaching, Feedback & Mentorship
 - Authentic Leadership & Values-Based Communication
 - Leadership Presence
 - Leading Better Meetings
 - Building Trust through Assertiveness and Radical Candor
 - Time & Focus Management
 - Building High-Trust, High-Performing Teams
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Virtual Workforce Toolkit

- Leading Virtual & Hybrid Meetings
 - Virtual Presence & Presentation Skills
 - Virtual & Hybrid Teaming: Relationships, Collaboration & Conflict Management
 - Leading a High-Performing, Distributed Team
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Diversity, Inclusion, and Resilience

- Personal Resiliency
- Inclusive Leadership & Learning
- Women's Leadership
- Community Building through Storytelling
- Unconscious Bias

The best time to work toward positive,
sustainable change was yesterday.

The next best time is now.

Let's Get Started

If your team needs training that leads to real behavior change—not just positive feedback forms— let's start with a conversation.

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