



Transforming team performance with heart and results.

Portfolio Catalog

A close-up photograph of various acorns and nuts, some with their caps, scattered among dry, brown autumn leaves. The lighting is warm, highlighting the textures of the nuts and leaves.

Seed

Create conditions in which teaming can thrive.

A photograph of several small, vibrant green pine trees in black plastic pots. The trees are densely packed with needles, and the background is a soft, out-of-focus green.

Launch

Start new teams on a solid footing.

A photograph of several ripe, red and orange peaches hanging from a tree. The peaches are surrounded by lush green leaves, and the scene is brightly lit, suggesting a sunny day.

Grow

Support teams to achieve their full potential.

Seed

Create conditions in which teaming can thrive.

Goals

Clarify your current and desired states with regard to teaming, and create a plan to get from here to there.

Clients often wonder how to:

- Set up teams to function in their culture
- Shift to a more team-based organizational structure
- Adapt team structure and/or function in response to shifts within the organization or environment

Clients often want:

- A higher performing team culture
- Structures and leadership competencies that support effective teaming
- Teaming approaches that evolve as the organization evolves

We work together to:

- Assess how teams and team leadership are functioning now
- Reimagine how teams and team leadership can function in the future
- Configure or reconfigure teams for optimal results
- Transform teams to address new demands and opportunities

Signature Solutions

Organizational Teaming Profile

Gain a clear picture of your organization's current teaming status and needs. The Organizational Teaming Profile is designed to identify what is required to meet organizational demands and priorities; which structures, practices, and behaviors are already in place; and what specific measures would support a transition to an optimal state of teaming.

Team Design

Translate your teaming aspirations into a detailed team design and implementation plan, fully tailored to your unique profile of teaming goals, needs, resources, and challenges.

Team Transformation Strategy

Navigate team transformation through disruptive events and/or reconfiguration or completion. Corentus will partner with you to strategically co-create an approach that honors team successes while supporting members in transitioning smoothly into their next opportunities for impact.

Team Leader Style & Competencies Overview

Connect your organization's overall teaming needs with the specific leadership styles and competencies best suited to meet those needs. Gain clarity on 1) the desired state of team leadership for your organization (what will best support the teaming culture and results you seek); 2) the organization's current state (how existing team leadership styles and competencies measure up to your ideal); and 3) practical steps to bridge the gap and maximize team leadership potential going forward.

Launch

Start new teams on a solid footing.

Goals

Build new, high-functioning teams and empower new team leaders.

Clients often wonder how to:

- Kick-start a newly configured team
- Foster team member collaboration and cohesion
- Expedite new team leader assimilation

Clients often want:

- A shared sense of purpose as a team
- Clarity on team goals, roles, and ways of working
- Understanding of individual and collective strengths, styles, and preferences
- Experiences that build cohesiveness and camaraderie within the team

We work together to:

- Form and charter new teams
- Accelerate leader and member integration and overall team cohesion
- Establish initial ways of working that set the team up for success

Signature Solutions

Team Launch Acceleration

Accelerate your new team's development by establishing a strong foundation for both your performance and your cohesion. Through this solution tailored specifically for your team, you will have a compelling kickoff experience that yields elements such as a comprehensive team charter; clear common purpose and goals; shared understanding of individual members' needs, work styles, and preferences; starter team toolkit; and follow-up action plan.

New Team Leader Integration

Accelerate your understanding of, relationships with, and ability to effectively lead an existing team. Rapidly gain insights into individual and team strengths, opportunities, needs, preferences, and work styles. Through this facilitated process, leaders will engage directly with the new team to make connections, clarify expectations, open communication channels, and set the stage for effective team leadership going forward.

Team Assessment & Debrief

Gain insight into both individual and collective patterns of thinking, communicating, acting, and reacting at work, using one or more time-tested assessments. A Corentus consultant certified in the assessments best suited to help achieve your goals will administer them and debrief the discoveries in an interactive experience, enabling you to apply your new understanding of team strengths, gaps, and development opportunities to create a targeted action plan. The time-tested assessments available for your team include the Team Management Profile, Belbin Team Report, Leadership Circle Profile, CliftonStrengths, 5 Saboteurs, and others.

Team Leader & Member Assessments

Gain insight into your own distinctive patterns of thinking, communicating, acting, and reacting at work, using one or more time-tested assessments (e.g., Team Management Profile, Belbin Team Report, Leadership Circle Profile, 5 Saboteurs, etc.). Then apply your new understanding of your strengths and development opportunities to create a targeted action plan focused on your role as either team leader or team member.



GROW

Support teams to achieve their full potential.

Goals

Foster ongoing team development and overcome barriers to optimal performance.

Clients often wonder how to:

- Help teams work more efficiently, effectively, and collaboratively
- Equip team leaders to meet their teams' evolving needs
- Address areas of ambiguity or tension in the team
- Build team capacity to self-regulate and continuously improve over time

Clients often want:

- Improvement in team member relationships and results
- Continuing growth in team leader confidence and competence
- Increased team resilience and agility in the face of new challenges

We work together to:

- Build skill with methods, tools, and ways of working that improve team interactions and outcomes
- Increase team capacity to resolve differences and conflicts
- Drive real results in key team meetings
- Strengthen team leader capabilities, skills, and adaptability

Signature Solutions

Team Coaching

Drive sustainable positive change on the measures that matter most. Team development engagements that integrate team coaching are uniquely effective in pinpointing a team's strengths and challenges and generating long-term improvements in both relationships and results. This solution is the flagship offering for Corentus, an industry leader in this discipline.

Leadership Coaching

Take your leadership to the next level through coaching that focuses specifically on the competencies needed to effectively lead teams. With the support of an experienced coach, set and make steady progress toward personalized goals tailored to your leadership style, your team's needs, and the resources and demands of the larger organizational environment.

Cohort Coaching for Team Leaders

Tap into the power of cohort-based learning and development through a structured group coaching experience. Through inquiry-based awareness building, skill development, goal setting, and action planning, small groups of leaders will build their individual and collective capacity to lead effective teams.

Strategic Facilitation for Team Results

Ensure that key work sessions are efficient, effective, engaging, and inclusive, while driving toward high-value results for your team. From meeting design to session execution, our facilitators can support every phase of an effective session so both the process and the outcomes meet your expectations.

Team Effectiveness & Cohesion Learning Programs

Acquire knowledge, skills, and practical techniques designed to optimize specific areas of team interaction and performance—across both the task and relationship dimensions. Customize your learning experience by choosing and sequencing selections from the comprehensive suite of Corentus team tools, all of which may be delivered in a variety of interactive and engaging formats (virtually or in person).

Signature Solutions (cont.)

Team Development Skills for Internal Practitioners

Empower internal practitioners with a solid foundation of knowledge, skills, methods, and tools to drive team and leader development. In this highly tailored development experience, Corentus facilitators will partner with you to select and deliver training modules from our wide range of team focus areas and team modalities to yield the greatest impact for your organization.

Voice of the Team Assessment

Build a clear and comprehensive understanding of your team's strengths, development areas, and priorities for change. Completing this assessment with a Corentus consultant prior to a development engagement will help ensure that you have the focus, structure, and buy-in required to achieve optimal results.

Voice of the Team Assessment for the Team Leader

Build a clear and comprehensive understanding of your individual strengths and development areas as leader of your current team, as seen through the eyes of all team members. Completing this assessment prior to leadership coaching helps ensure that the engagement has the focus and structure required to achieve optimal results.

Speaking Engagements

Inspire and motivate audiences of any size with dynamic, engaging, and informative talks delivered by Corentus thought leaders. Corentus talks can address a variety of topics related to team and leadership development—with an emphasis on pragmatic application—and may be planned either as stand-alone events or as segments of larger retreats, conferences, or other organizational programs.

About Us

Transforming team performance with heart and results.

Corentus, Inc. is a consulting, coaching, and professional development firm dedicated to helping organizations improve their performance and results through increased team and group effectiveness. Our professionals have worked with teams in more than 30 countries across various industries in the commercial, government, education, and nonprofit/NGO sectors. Our Corentus team frameworks, tools, and methodologies have been tested and refined over more than 25 years with client teams worldwide.

Our Approach to Teaming

Our approach to team development integrates multiple modalities, including consulting, facilitation, training, and real-time team coaching. Our singular focus on teaming stems from decades of experience and a passion for fostering positive change. From our experience being on teams, leading teams, and supporting teams, we know that teamwork can be productive, harmonious, and fulfilling — and laborious, inefficient, and frustrating. We thrive on shifting the team experience from the latter to the former. The benefits of transformative change extend well beyond a single team. High-functioning teams can serve as the core units of performance for entire organizations.

We are proud of the work we do with our clients and many clients have offered to speak on our behalf. If you are interested in having a conversation with a client to learn about their experience, please let us know by emailing us at EngageUs@Corentus.com. A partial client listing is available at corentus.com/clients.

Our Driving Forces

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| Vision | A world where effective teaming helps drive the creation of a harmonious and sustainable future. |
| Purpose | To help teams maximize their positive impact by strengthening relationships and optimizing effectiveness. |
| Values | <ul style="list-style-type: none">• We empower individuals and organizations to thrive through teaming.• We are driven by curiosity and a passion for learning.• We foster authentic and heartfelt human connections.• We strive to make a meaningful and lasting impact.• We embody mutual accountability through our words and actions. |



<https://www.linkedin.com/company/corentus/>



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Engage with us to seed, launch, and grow your teams and team leaders:
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