



October is a month full of activities.

In Canada, we celebrate Thanksgiving on the second Monday of this month. Our US friends celebrate Columbus Day. Then, towards the end of the month is Halloween.

These events are hard to miss. The media will talk about each non-stop. The grocery stores will promote food and treats for each. Friends and family will be making plans and arrangements. And of course, these events involve eating a lot of tasty but "bad for us" food. It is easy to get swept up in the flurry.

The same can be said for your team. Whether it is an expected event like a promotion, or one that pops up from nowhere, it can feel like it suddenly takes over your team's ability to get the job done. Learning how to deal with the new and maintain a steady and reliable pace can seem impossible.

We tackle these situations and give guidance on how to navigate, steering your team towards their best self.

Yours in team performance,
Bill & Esther.

THE Intentional TEAM



Get Good Air Cover

Intentionals are short, actionable tips for team performance.

Your monthly Intentional:

Who are your team's sponsors? (Hint: Senior executives who take a keen interest in your team's work.) How effective are your relationships with them? Rate your satisfaction with each sponsor relationship on a scale of 1 to 10. Create a plan for how to improve the most important relationships.

[Learn more about Intentional Teams >>](#)

Out of Scope and Losing Money?

What does your team do when faced with events and situations that they need to deal with, yet are out of scope for the project? Is it the best thing to soldier through? Does the client end up paying or should we? Find out what one company did with a weather situation that was out of scope. Learn how to set up your team and client to tackle these situations, profitably.



[Click to read how >>](#)



Newly Promoted = Mistakes

Many managers, when promoted, make mistakes. However, there are some very common ones regardless of industry or geography. One is delegating. Find out how to avoid the delegation hurdle when promoted and learn how to help your next in-line for promotion handle this common mistake before they land in their new role.

[Click to learn how to avoid this mistake >>](#)
