

Workshop: Developing & Sustaining High Performing Teams

Workshop Description

This workshop will explore how to develop, engage, and sustain high performing, innovative teams. It will provide an overview of high performing teams and organizations—both their features and advantages. It will then explore performance management as one framework an organization can use to maintain high performance, with a particular emphasis on goal setting and alignment. Finally, it will introduce coaching skills leaders can use to heighten performance including mindful listening and powerful inquiry. Personal and organizational resilience and intercultural communication will be woven throughout.

Facilitator Biography

Dr. Kristin Hibler, Mercy Corps' Senior Director of Global Leadership Development, is responsible for ensuring processes and programs are in place to identify, develop, assess, and retain leaders to advance Mercy Corps' strategy. She is particularly passionate about increasing engagement and performance by helping teams uncover the ways cultural differences influence communication. Dr. Hibler is an innovative and seasoned educator with over 15 years' of global experience in adult learning, team dynamics, diversity management, cultural competency, and leadership development. Prior to joining Mercy Corps, she worked as a human capital consultant designing and running various leadership initiatives including a social entrepreneurial leadership program for Saudi Arabian women; a leading change program for senior leaders at the National Aeronautics and Space Administration (NASA); and an executive Diversity & Inclusion program for the U.S. Intelligence Community. Other past roles include overseeing consulting and course development for a diversity consulting eLearning start-up, and directing Staff Development for the U.S. non-profit, Head Start. Throughout her career, Kristin has maintained close connections to the academic community—she has taught college-level communication and business courses for 18 years, most recently for American University's School of International Service. She has a Bachelor's degree in East Asian Studies, and a Master's and Ph.D. in Intercultural Communication.