

Organizational Health Team Engagement

Why?

We exercise. We learn. We fight to do and be our best.

When was the last time you invested in your team? Who is your team? What are your operating norms? As we focus on being the strongest, the fastest, the most successful, and as healthy as we can be – the best organizations take the time to evaluate, build, and implement behaviors to ensure teams are as healthy and high performing as possible. Just as with any exercise, this is not a one-time event, this is a journey. Together we can achieve optimal organizational health. Let's begin the practice today.



What?

A highly interactive, open, and intense workshop where everyone participates, the team discovers, and we leave with commitments to take action. This workshop is, at its best, a 2-Day session. It can be off site or on site. The keys are commitments to participation, devoted time, and understanding that this is an investment in the team. This can be done in less time; but as we reduce the investment, some exercises will either be eliminated or shortened.

Additionally, this is not a single event, the content will be reinforced through future meetings, discussions and reminders as the team holds itself accountable and cascades the lessons throughout the organization. There are options to reinforce the message with other teams, levels, and geographies. We can also build into the program short sessions to ensure consistent messaging and commitments at all levels of the team. Additional consulting and integration can be developed and implemented.

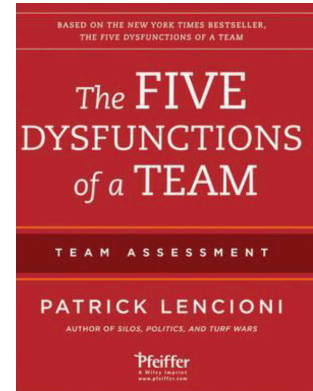
How?

Leveraging an aligned investment in Organizational Health, our partnership will include, at a high level, a three-step process.

The **first step** is Pre-Work. A planning meeting, executive interviews, and the launch of two web-based assessments (a team assessment and either the Meyers-Briggs Type Indicator or a DiSC assessment). Two executive summaries will also be sent for pre-reading.

The **second step** is the team workshop.

The **third steps** involve team follow up, receipt of a summary playbook from the workshop, clarity and agreement of our actions, and planning for the first quarterly offsite including a module where we will re-take the Team Assessment and have a facilitated discussion on the impact and agreements from our initial engagement.



Sample Activity Topics

- Discussions focusing on the assessments, who we are, how we operate as teams, and how individuals get things accomplished.
- Discovery around our styles when dealing with conflicts.
- A meeting tune-up – how to have more productive discussions and impactful communication.
- Deeper learning about who we are and what influenced us to be the leaders we are today.
- Action planning accelerating our results and building on trusting relationships. Discussions on how we impact our future for ourselves, our teams, our company, and our customers.



For more information about these impactful engagements or to create a program addressing your specific concerns, contact Jonathan for a complimentary needs discussion and evaluation of the best tools, a custom approach, and a results focused program to help your teams and people thrive.