



Development on Demand...PROGRAMS DELIVERED WHEN YOU NEED THEM.

TEAM ALIGNMENT

Using the MBTI® Team Report, discover, based on customer feedback, the team's personality type. Learn the team's strengths and challenges and how each individual contributes to the team. Identify how the team can maximize team and individual problem solving, conflict handling and communication styles, and how the organization influences the team.

"...single-minded focus on the individual employee is one of the main reasons that teams don't do as well as they might in organizations..."

*-J. Richard Hackman, author
Leading Teams*

Time: 7 hours

Audience: Project Teams, Leadership Teams, Cross-functional Teams, Natural Teams

Purpose: Develop high functioning teams by:

- Creating a shared vision and purpose
- Developing cooperative and productive teams
- Discovering team strengths and weaknesses
- Understanding personalized type information for each team member so individuals can see how they fit on the team
- Maximizing the team's problem-solving style and preferred use of time with each team member
- Utilizing action plans to improve effectiveness of team and of individual team members
- Clarifying the business goals, objectives and outcomes
- Building commitment to one another and the organization
- Understand the acceptable behaviors and values

Outcome: Using small and large group exercises and current team goals, during the Action Learning session the team will:

- Debrief the MBTI to learn individual and the team's strengths and weaknesses

- Explore how the team members utilize one another to fulfill roles to maximize the team's performance
- Gain alignment on the team's purpose, goal and strategy
- Create an action plan with SMART goals

Note: workshop can be customized and used for Leadership Strategy meetings