

(Duration 8 Hours)

The Team@Work Transforming Leaders CoachShopSM is built on three guiding principles. First, we believe that understanding who we are as leaders is the first step in becoming a True Leader. However, we strongly believe that understanding who you are as a leader is just a step and unless you develop Application of Leadership, you will do little to improve you're your team and your business. Second, there is a difference between Leading, Managing, and Coaching and to be most effective we must have a clear understanding of all three and know their personal style. Third, we believe that Leaders can be developed and change their behavior.

The following information will provide you with a deeper view of the Team@Work Transforming Leadership CoachShopSM. Both the Discovery and Application sections were carefully developed to achieve one overarching goal:

To change the behavior of every person who participates, and Coach them on how to use that information and impact your team and business.

Leadership Discovery

Team@Work LivstyleTM Assessment

Teamwork is key to the success of any business. The Team@Work LivstyleTM Assessment was designed to help your team reach its full potential.

If everyone in your workplace had the same personality, it might be easier to get things done, but you'd lose the synergy that comes from a diverse team. Wouldn't it be great if there were a way to easily view the strengths and weaknesses of your team members, and truly understand how to bring out the best in everyone?

LivstyleTM Personality Portraits holds the key to unlocking the true potential of your team while maintaining the validity and reliability you expect from such an assessment. It's a system that gives you a holistic picture of what motivates, challenges, inspires, and rewards you and your team. Empower your team through better understanding with LivstyleTM



Livstyle™ assessments give you features you won't find anywhere else.

- 9 distinct personality dimensions built from one set of questions
 - Primary Personality
 - Personality Under Pressure
 - Processing Blueprint
 - Motivation (Why and How)
 - Conflict Management
 - Fundamental Needs
 - Decision – Making Style

Peer Review (Humble, Hungry, and Smart)

As individuals and a business, we must remain Humble, Hungry and Smart. This will be a team assessment that will open our eyes to how we as a team view each-others Humility, Hunger for the Business, and Smarts.

Learning Objectives

1. How we are perceived by our Team
2. What can we do as individuals to be more Humble, Hungry and Smart

Team Dysfunction

In Patrick Lencioni's best-selling book the Five Dysfunctions of a Team, he calls on leadership to examine these dysfunctions in their business. As a leadership team, we will review these Five Dysfunction and the Assessment tool will help us evaluate our susceptibility in our business.

Learning Objectives

1. Openly discuss the discrepancies in the responses to the assessment
2. Identify any clear applications for our team



Leadership Application

Make the Pandemonium Go Away

We all know that there is just not enough time in a day for us to get everything done. You need strong people to help you grow your business in this ever-changing market place. The day for a Leadership Team Member needs to have structure and must give direction, motivation, analysis, and create an environment that perpetuates sustainability and growth.

Together we will look at your activities as a Leadership Team and change this from activity to productivity. We will capture the best practices for Entrepreneurs and help you make the pandemonium go away.

Learning Objectives

1. Identify those areas that are blocking you from being PRODUCTIVE and set a path to remove them

Delegation for Results

Skilled delegators give work to staff members that capitalize on the employee's strengths and helps the employee overcome weaknesses. The Leaders responsibility is to ensure the employee receives training and authority to complete the task successfully.

Learning Objectives

1. Building on **Making the Pandemonium Go Away** we will determine all the tasks that must be performed to reach your organization's goals.
2. Then select the individual or individuals best qualified to handle each duty
3. Then develop a plan to empower them to do it.
4. Finally, we will establish metrics to check results regularly to make sure the productivity goals you've set are being reached or surpassed.

Conflict Resolution among Team Members

For any team to be successful we need to resolve conflict that stands in the way of us achieving our goals. This can only be done by understanding and demonstrating what Healthy Conflict looks like. All of this must be developed for our team to be successful.

Learning Objectives

1. Take a hard-core look at conflict in our business
2. Understand what causes this conflict
3. Set an agenda to both develop and demonstrate Healthy Conflict.



Generational Diversification (How to Work with and Lead Millennials and Gen Z)

The workforce is changing. If we are to grow a successful business we must understand our current and future team members and customers. The Millennial and Gen Z are amazing and can be strong contributors to our business, but we need to understand how to work and coach them.

Through this **Coachshopsm** we will understand the thinking, cultural aspects and values of these generations and learn how to bring out the best of these team members, and uncover what the best environment for success looks like.

Learning Objectives

1. Understand the Generations
2. Understand the Generations as...
 - Recruits and New Hires
 - Employees
 - Trainers for the Older Generations
 - Customers

Coaching Your Team to THERE

One of the key roles of a Leader in today's business is being a **Coach** and to develop the capabilities of each team member. We will review how coaching can change your team and business.

Learning Objectives

1. What is Coaching and what is my Coaching Style
2. Who should I Coach and at what Frequency
3. How to develop a Coaching Plan for key Team Members



Meetings, Metrics, and Cadence

Meetings for Optimum Business, Individual and Relational Success

Do you ever feel that if you get called into another meeting you will lose your mind? Well you are not alone. There are countless businesses who nearly fill an entire day with meetings and it is up to the individuals who attend them to still get their daily work done, regardless of the time spent in the meetings.

What if we could explore a concrete way to have multiple meetings, have each meeting be productive, and be able to afford each team member the time to get their job done without working late or coming to work early? Would that interest you? I bet it would.

This has been a concern for businesses for decades. This may sound crazy, but through this CoachShopSM we may actually increase your meetings (**Ouch**) not what you were expecting right? Here is what you can expect from our time together.

Learning Objectives

1. Explore why meetings are not effective
2. Develop a concrete methodology that will make meetings productive and drive results.
3. Create a clear path for not taking more time out of your day to catch up on your work, but actually put time back in your day.

Metrics and Cadence: Team Burning Imperative and Goals, Strategies, Actions

A Burning Imperative is different than a Shared Purpose. The difference between the two is really an element of timing. The Shared Purpose drives the long term while the Burning Imperative drives the next phase of activities on the way to the long term.

The Burning Imperative is a Clear, Sharply Defined, Intensely Shared and Purposefully Urgent journey that begins today. This does not replace the overall shared purpose but rather brings a daily cadence to everything we do with metrics to monitor our progress.

Learning Objectives

1. Define the Team Burning Imperative
2. Identify the Sales, Marketing, and ALL of Operations top Goals, Strategies, and Actions
3. Establish a Weekly Report Cadence for Monitoring Progress

