

## Practice Advancement Program

### Execution Workshop The Ideal TEAM(S)

#### Workshop Description

What does it look like to have an Ideal Team? How would this impact me, my team members, and my clients? Explore key areas that will ensure you have a thriving, confident and loyal team who all work together toward mutual growth and company success.

#### Syllabus

##### Session One – Assess Current Team(S) – Part 1

- Categorize Team Members by Type of Engagement; Review experience with pros/cons for each type
- Measure Team Members against Core Values/Behaviors. Identify company strengths, weaknesses and threats posed by each team member (SWOT)
- HOMEWORK: Team members take personality assessments: P-Plus, Predictable Success, DISC, Genius and Positive Intelligence (Saboteurs)

##### Session Two – Assess Current Team(S) – Part 2

- Assess Team Members Leadership Style, Personality Plus and Predictable Success
- Assess DISC and Genius results team wide
- Discuss ways to coach team to manage saboteurs
- Identify gaps in leadership styles, DISC and Genius for a balanced team
- HOMEWORK: Complete Org Chart by Roles exercise

##### Session Three – Defining Roles and Responsibilities within the Team(S)

- Viewing the organizational chart from a “roles” perspective
- Clarifying job responsibilities at the role level
- Identifying gaps in role coverage and overcommitments of team members
- High level assessment of team members' productivity levels (owner's or CEO's perspective)
- HOMEWORK: Team members all take the Lencioni Dysfunctions Assessment

##### Session Four – Building a Thriving Team(S)

- Assess team members' knowledge and adoption of company VMP
- Review Dysfunctions Assessment results team-wide
  - Identify next area of focus, and best actions to address it
- Hiring Strategies: Define your preferred engagement type, preferred assessments to use, next hire and role filling strategy for next 12-24 months
- Wrap up with identified take-aways and very next actions
- HOMEWORK: Complete your 90 Day OKR Worksheet

\*PREREQUISITES: This workshop is available to Advantage and Premium members who have completed the 10-week Ideal Practice Course.