



SOME OF THE TOOLS WE USE

DiSC®

Builds practical communication awareness across four behavioral styles. Improves collaboration, reduces conflict, and strengthens manager effectiveness.

Best for: Team communication and engagement, manager training, culture alignment.

StrengthsFinder® (Clifton Strengths)

Identifies natural talent themes to increase engagement and performance. Shifts development from fixing weaknesses to maximizing strengths.

Best for: Leadership development, team developmental planning, engagement initiatives.

MBTI® (Myers-Briggs)

Explores personality preferences and decision-making patterns. Enhances leadership insight and appreciation of cognitive diversity.

Best for: Executive team coaching, strategy teams, executive development, problem solving

Five Behaviors of a Cohesive Team®

Develops cohesive, high-performing teams through trust, healthy conflict, commitment, accountability, and results.

Best for: Executive teams, cross-functional groups, team resets.

SOME OF OUR MOST POPULAR DEVELOPMENTAL SOLUTIONS

Our solutions at Go Group™ are designed to be organic in order to best meet your needs. We take proven content and apply it to the work that you are (or will be doing) as a team and organization. We like to keep teaching aimed at the right level for each audience and to keep all sessions high-touch. This means a quick and focused circle of instructor-led learning followed immediately with active application. Any business objectives that you can provide us in advance will allow us to integrate these into the solutions that we will build around your stated objectives and needs. This could include business objectives for the current or coming year, feedback from the business, or any work to date on competencies and the learning and development steps that have been taken or might be in process currently. We invite you to look below at some of the most popular developmental solutions that we provide to our clients around the world. Please let us know which of these align with your interests and needs. From there we can blend solutions, alter timing or components, and custom-fit your learning solution(s) to the highest best use for you and your team.

UNDERSTANDING SELF AND OTHERS: MYERS BRIGGS® (6 Hours)

This interactive workshop starts with participants taking the Myers Briggs Type Indicator® (MBTI®) assessment prior to the workshop. The MBTI® is one of the most researched and validated personality instruments in the world. Understanding Psychological type helps people and organizations grow more professionally effective. When we understand our own wiring and our type preferences, we gain knowledge and tools that help better manage our time, problem-solving, decision-making, ways we deal with stress, and conflict resolution. Participants will learn and demonstrate how they most prefer to take in information and make decisions, how they prefer to interact with the world around them and how much structure they do—or do not- prefer. We then focus on



understanding the preferences of other types (and team members), spoken and unspoken team norms/expectations and ways to work more effectively with (or lead) other types. Add two hours on to maximize a one day session and use the time to focus on key strategic objectives for the coming year and what the leadership team needs more of and less of to effectively drive behaviors and outcomes of the greater team.

TEAM DEVELOPMENT: 5 BEHAVIORS OF A COHESIVE TEAM ® (1-3 days)

As the workplace evolves, so do team dynamics. Giving your team the skills they need to work together effectively, regardless of where they are working, is more important than ever. The Five Behaviors® can help you activate your team's ability to drive results through cohesive teamwork and the know-how to work better together.

This module uses the framework of Patrick Lencioni's model for teamwork, which focuses on Trust, Conflict, Commitment, Accountability, and Results. The framework is combined with personalized insights to create powerful, customized, and authentic team development solutions that empower both teams and individuals to make lasting change. The Five Behaviors® builds on DiSC® and includes a DiSC® assessment as part of the Five Behaviors® assessment for each team member prior to the workshop. Participants will understand more about their individual and team behaviors and see how effective they are (vs. strive to be) in each of the five areas.

LEADING CHANGE: FROM HERE TO THERE (1-2 Days)

From Here to There: This is one of our most popular and high-octane workshops. Leaders will build out strategy and action plans using our Go Group™ tools and the work of William Bridges. We encourage teams to use technology (such as Miro) to make sessions interactive as they move from brainstorming to action planning through the key components of change: enablers, detractors, desired outcomes, stakeholders, and timelines. We also offer our "Who Goes There?!" RASIC exercise to drive team consensus and clarity on who is doing what (and who is not!) Consider starting this workshop with DiSC or Strengths Finder to get the team engaged and aligned.

PROBLEM SOLVING: Zig-Zag Model (4 Hours)

This process builds on the components of the Myers Briggs and ties all steps of strategy and action planning (or problem solving if you would like to focus on that) together using the Zig-Zag model. It starts with gathering the facts and assessing the landscape in its current state. Next, the team moves into idea generation within a given scope that we establish with the team leader prior to the actual meeting(s). From there, the team uses the tool of Lateral Thinking perform a fun and interactive "pre-mortem" on intended outcomes: everything that could go wrong vs. everything that could right. The team then considers the impact on themselves and others for the given short list of approaches and settles on a course of action or decision.

GOALS AND OUTCOMES

This is literally where we got our name! Here, we look at your goals for the coming year (or other term) and align the team on them through discussion, team input, and calibration. This is a great workshop in which to build upon the concept of SMART goals and to ensure that upstream and downstream goals do not suboptimize another part of the team or business. We also use this methodology to focus leaders and teams on working more effectively in a matrix organization, as well as driving cultural and engagement initiatives (think engagement survey outcomes) from team-aligned goals to measurable and attainable outcomes.