



TechTeam *Transform*®

Building High Trust, High-Performing Technical Teams



The Leader Growth Group

Do you have **technology/engineering teams** who:

- ✘ **Don't fully trust each other** and are reluctant to share ideas, take risks, or rely on one another.
- ✘ **Don't Communicate well**, which leads to misunderstandings, mistakes, and conflicts.
- ✘ Suffer from **ongoing tensions**, which can create a toxic environment, reducing team morale and productivity.
- ✘ Are **unclear about roles & responsibilities**, leading to confusion, overlap, or gaps in work, causing frustration and inefficiency.
- ✘ Are experiencing **low morale and engagement**.

Imagine that in **just three months' time**,
your technical team **established stronger
relationships, eliminated dysfunction,
were more productive....and even truly
enjoyed working together.** 😊

The TechTeam *Transform*® Program Can Help

A **90-day team coaching program** for technical teams designed to:

- ✓ **Increase awareness** of team members' personalities/style preferences so they can **communicate better** by adapting to others' needs.
- ✓ **Build trust, reduce conflict**, and increase **commitment** and **accountability** to goals.
- ✓ **Increase engagement and morale** by tackling tough team issues in a deliberate yet playful way that gets results.

How TechTeam Transform® Works

Technical teams love data, so this program uses two highly reliable/validated **assessment tools** to provide rich analyses about the team based on individual team member inputs.



The DiSC assessment tool is simple to learn and highly practical. DiSC® is a model of human behavior that helps people understand “why they do what they do.” The DiSC dimensions of behavior (Dominance, influencing, Steadiness, and Conscientiousness) make up the DiSC model and interact with other factors to describe the typical behavioral styles of individuals. Originally created by Dr. William Marston at Columbia University, the DiSC model and its training assessments have helped over 35 million people in 25+ languages over the last 40 years.

The Five Behaviors of a Cohesive Team is an assessment-based learning experience that helps individuals and organizations reveal what it takes to build a truly cohesive and effective team in the most approachable, competent, and effective way possible. Powered by Everything DiSC®, the profiles help participants understand their own DiSC® styles. Bringing together everyone’s personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge—for individuals, the team, and the organization.



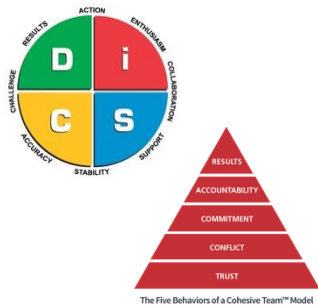
The Five Behaviors of a Cohesive Team™ Model

How TechTeam Transform[®] Works

Your team will participate in three half-day (in-person) events over 90 days. This ensures enough time for proper content retention, practice, and tangible behavior change.

Program Start → **Month 1** → **Month 2** → **Month 3** → **(Optional)**

Participants take the DiSC and The 5 Behaviors Assessments online (30-minute time investment)



Know the Team

- Validate individual DiSC profiles
- Contrast styles and learn to manage differences
- Communication Team Building Activity



Align the Team

- Analyze your Team's 5 Behaviors results
- Learn behaviors to accentuate strengths and close team gaps
- Collaboration Team Building Activity



Drive the Team

- Learn to elevate your team from cohesive to truly high-performing
- Plan to sustain teamwork and results
- Capstone Team Building Activity

Take the 5 Behaviors Progress Report in 4-6 months to assess your team's success.





David Spungin, MSOD - Organization Development Consultant

David is known for developing high-performing leaders and teams. He holds a degree from the United States Military Academy at West Point, a Master of Science in Organization Development from American University/The National Training Laboratories for Applied Behavioral Science (NTL), and has completed advanced leadership studies at Harvard University. A U.S. Army combat veteran with corporate leadership experience, he now consults primarily with Fortune 500 companies.

David's approach to facilitation is one where he strives to push teams beyond their comfort zone while also providing a supportive and trusting environment for risk-taking and growth to occur. Stylistically, he seeks to strike a balance between theory and playfulness that makes adult learning both fun and productive. David is known for his skill in relating to a wide variety of personalities. However, he tends to work best with technical teams that are analytical and value directness.

“I just wanted to say thank you so much for such a great program. I think it was incredibly helpful for the team, particularly in increasing awareness of different personalities and communication styles, and I think it will have a lasting impact on how we function as a team.”

- F. McCallister, Proteomics Team Manager, Calico

Let's discuss optimizing your technical team for high performance. Contact me today for program pricing and scheduling details.



David Spungin
Founder & Principal Consultant, The Leader Growth Group

Website: www.leadergrowthgroup.com

Email: dspungin@leadergrowthgroup.com

