

Dominate any market, against any competition, at any time.



Our work is simple, swift and sure.

Ask about a gratis session.

Which team has the advantage?

The first team has members who are open, passionately debate important issues, and commit to clear decisions even after initial disagreement. They call each other out when behaviors or performance need correction and they focus on collective results.

The second team is comprised of members who are guarded and less than honest with one another. They hold back during conversations, feign commitment, and hesitate to call one another on fruitless behaviors. They pursue silo agendas instead of collective results.

Our work produces the first team!

We guarantee results.

TEAMWORK PRINCIPALS

Four disciplines:



Build a cohesive leadership team

- Best team ever
- Five Dysfunctions
- Personal Histories



Create top-down organizational clarity

- Six questions
- Thematic Goals
- Create Playbook



Over-communicate organizational clarity

- Announcements
- Commitments
- Cascading



Reinforce clarity in human systems

- Hiring
- Performance
- Retention

www.teamworkprincipals.com

TEAMWORK PRINCIPALS

Immediate results.

More than strategy
More than finance
More than marketing
More than technology

It is organizational health that remains the last sustainable competitive advantage in business today. Both because it is so powerful and because it is so rare.

We offer gratis sessions to prove our value in advance.

www.teamworkprincipals.com/services

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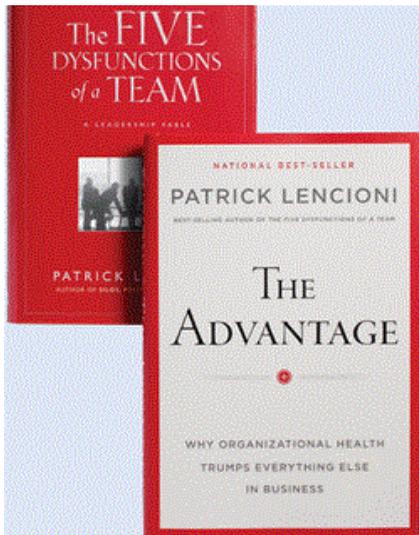
Two-day Leadership Team Off-Site

Overall Objective

The purpose of Teamwork Principals' Two-day Leadership Team Off-site is to provide the opportunity for a leadership team to assess their organization's overall health, including their team's cohesiveness and to identify specific actions that will maximize their advantage.

Off-site Overview

This highly interactive, fast-paced session is designed specifically for leaders and their direct reports. During the off-site, a leadership team will put into practice the concepts outlined in Patrick Lencioni's ground-breaking best-sellers *The Advantage* and *The Five Dysfunctions of a Team*.



Facilitated by an SME The Leadership Team

- Gain a thorough understanding of the expectations and challenges in building and maintaining a cohesive team.
- Assess and make immediate progress in overcoming potential team dysfunctions.
- Address the effectiveness of the team's meetings and contribution to the overall success of the group.
- Review and validate the organization's direction and ensure alignment exists among the team by addressing the six critical questions required for clarity.
- Discuss the implications of appropriate communication and what changes are necessary to ensure organizational alignment.
- Identify the roadmap necessary to ensure a successful transition to a healthy organization.

Outcomes

The team will make substantial progress toward becoming more cohesive, effective, and high performing.

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Session Details Day 1

The off-site combines lectures, working sessions, and discussions about the four disciplines required for health.

1. Build a Cohesive Team

Teams learn and apply the five dysfunctions:

- Assessment and susceptibility
- Working Styles – Myers-Briggs
- Engage in and manage conflict
- Meeting effectiveness and models
- Team effectiveness

Outcomes

The team improves trust, their ability to engage in unfiltered, productive conflict allowing them to gain both clarity and buy-in to their decisions.

This results in better, faster decisions and reduces politics. Additionally, the team resolves any structural challenges that may inhibit the group's ability to work together.

Team members have a clear sense of what they can do differently – both behaviorally and operationally – that will have meaningful impact on their team's ability to succeed.

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Session Details Day 2

2. Create Clarity

Team collectively clarifies its answers to the six critical questions:

Why do we exist? (core purpose)
How do we behave? (core values)
What do we do? (business definition)
How do we succeed? (core strategies)
Most important now? (thematic goal)
Who does what? (division of labor)

3. Over-communicate Clarity

We focus on embedding organizational clarity from Discipline 2. Discuss how to cascade communications and how the team puts it into action.

4. Reinforce Clarity

We focus on further embedding organizational clarity from Discipline 2. We will discuss implementing basic human systems and processes – such as hiring, managing performance and rewards and recognition etc.

Outcomes

Becoming healthy will not only create a massive competitive advantage and improved bottom-line, it will also make a real difference in the lives of the people who work there.

Gratis introductory sessions prove our material is compelling, sessions are interactive, and we produce results.