

WORKSHOP PLAN

2-DAY TEAM-BUILDING COURSE

Purpose: Build proficient teams through self-awareness, empathetic leadership, managing change effectively, and building community and trust.

DAY I – THE HIGH-PERFORMING TEAM

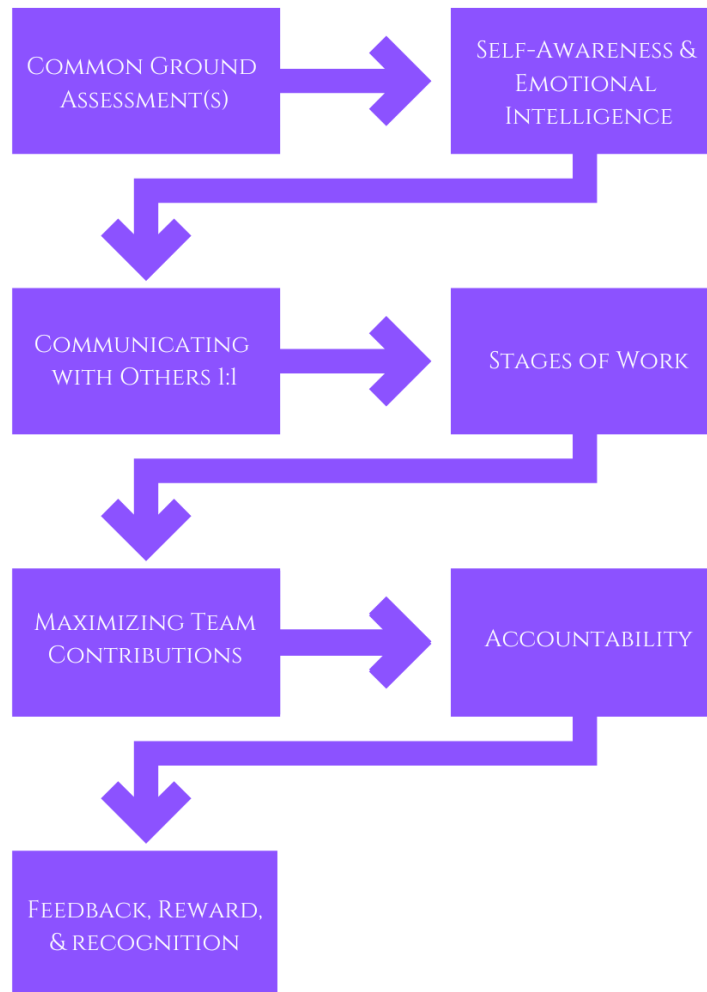
- I. Opening
 - A. Introductions
 - B. Expectations/Parking Lot
- II. Assessments for Common Ground (Social Styles)
 - A. Exercise: Complete a free Social Styles assessment for use with this workshop; pair up/report out
 - B. Group discussion on additional assessments and applicability for team-building and communication (i.e., CliftonStrengths, DiSC, High Five, etc.)
- III. Putting the Assessment(s) to Work
 - A. Learning to talk about yourself so others can work better with you
 - a. Exercise: Brené Brown's Values
 - b. Exercise: "The Care and Feeding of Me"
 - B. Exercise: Mary Abbajay's Managing Up, identifying self and other's communication preferences and how to bridge the gap(s)
- IV. The Stages of Work
 - A. Ideation – Activation – Implementation
 - B. Purpose vs. Tasks vs. Audience/ Elevation
 - C. How to help the team contribute their best strengths in the right moment
 - a. Exercise: Activating team participation
 - b. Maximizing team strengths/Individualization (Assessments)
- V. Accountability
 - A. Elaine Noell's Accountability Circle
 - B. Brené Brown's TASC Approach
 - C. Exercise: AC or TASC Scenario Mapping
- VI. Feedback, Reward, & Recognition
 - A. Tailored employee experience
 - B. In the moment. Exercise: Scenario Mapping
 - C. Milestone celebrations. Exercise: Project, Developmental, Career, Metrics
 - D. Recognition that Resonates: *The* question that matters
- VII. End-of-Day Wrap-up/Wind Down

DAY 2 – TEAMS UNDER STRESS

- I. Q&A from Yesterday; Warm up for today
- II. Assessment(s) Under Stress
 - A. Social Styles under stress (and other assessments)
 - B. Exercise: Self-awareness – Balms for Your Stress Responses
- III. Empathetic Leadership
 - A. Leader “Hats” (Coach, Mentor, Consultant, Therapist)
 - B. GPS and Active Listening
 - a. Exercise: Hats and Active Listening
- IV. Navigating Change
 - A. Define the Goal
 - a. 10 Questions to Jumpstart Change
 - b. Getting the Right People in the Room from Start to Finish
 - B. Assess and Meet Needs to Overcome Resistance
 - a. Survey for what you need to know vs. what you want to know
 - b. Analysis – Meeting the Needs
 - c. Exercise: Retooling Survey Questions
 - C. Simplify Adoption
 - a. Purpose-driven communication
 - b. Micro Actions Approach
 - c. Measuring hard-to-define goals
 - d. Exercise: Leading/Lagging Indicators as Metrics
 - D. Implement/Communicate Through Acts
 - a. How we judge trustworthiness; how we judge change
 - b. The Actions we judge (Authority, Contribution, Truth) that build trust
 - c. Exercise: Contribution Options (Stages of Work, Purpose/Task, Audience)
 - E. Assess/Adjust
 - a. Plan for the Unexpected
 - b. Communicate consistently and frequently (ACTs)
 - c. Exercise: Scenario Mapping
- V. Parking Lot
 - A. Any unanswered questions/unmet expectations
- VI. Conclusion/Wrap-up

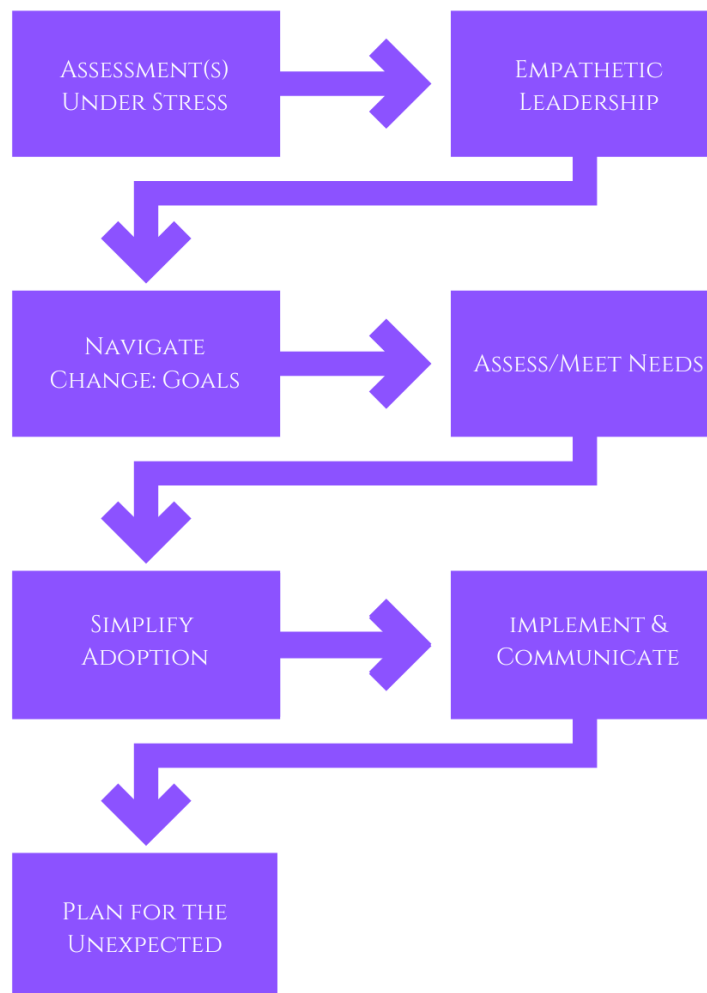
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DAY 1



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DAY 2



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