



Solving the People Problem

Teamwork

Welcome! In a separate window, please log on to the Catalyst[™]
platform: catalyst.everythingdisc.com





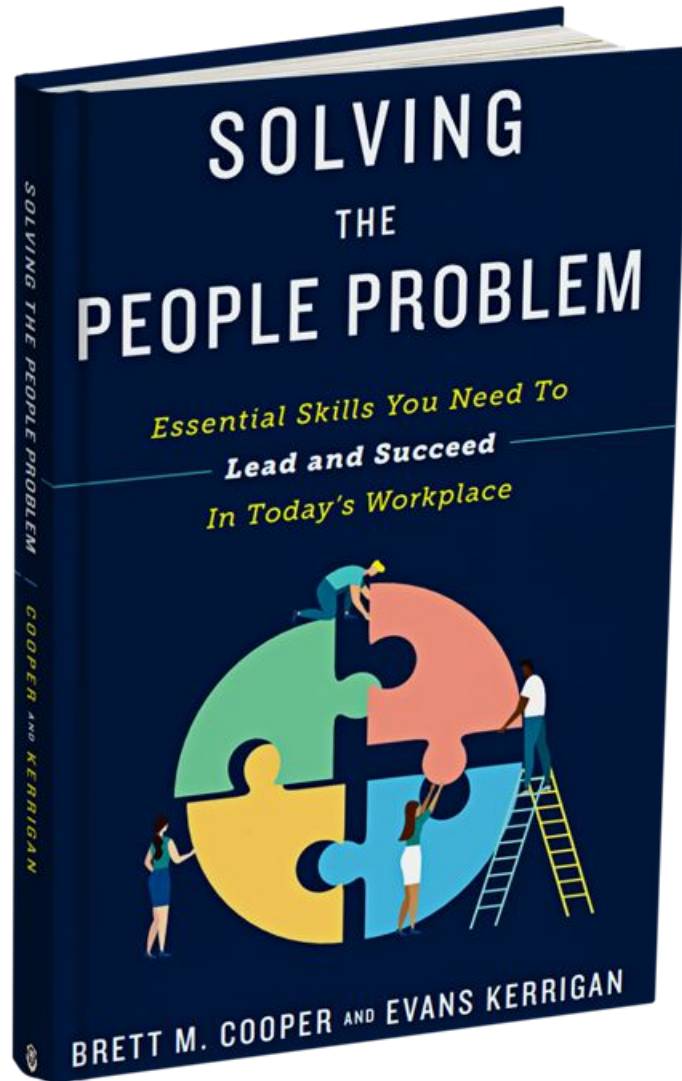
Copyright 2002 by Randy Glasbergen - www.glasbergen.com



"Before I begin, I'd just like to make it known that I didn't volunteer to do this presentation."



Time to Solve the People Problem



1. Communication
2. Conflict
3. Teamwork
4. Customer Service and Sales
5. Leadership
6. Decision Making



Introductions

Insert facilitator pics/titles/DiSC circumplexes here





Introductions

- Name
- Location
- Organization/Title
- What you believe is the most challenging thing about achieving high levels of team cohesion and performance

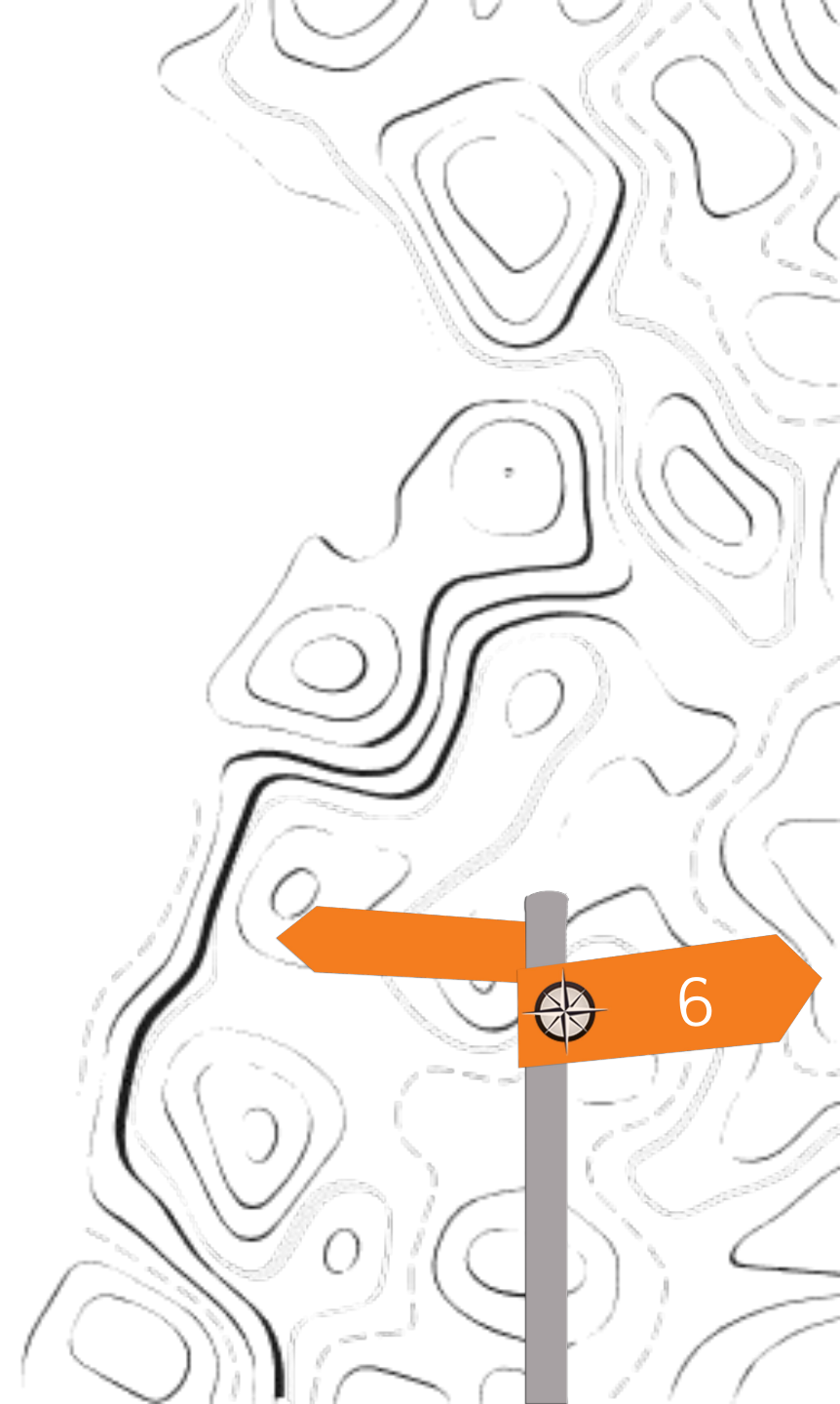




Agenda/Objectives

- Settling In
- Teamwork in organizations
- DISC-EQ Review
- Deeper Dives into each quadrant of the model
- Action Planning

In a separate window, please log on to the Catalyst™ platform: **Catalyst.EverythingDiSC.com**





The Importance of Teamwork

*“Not finance. Not strategy. Not technology. It is **teamwork** that remains the ultimate **competitive advantage**, both because it is so powerful and so rare.”*

– Patrick Lencioni, Author of “The Five Dysfunctions of a Team”



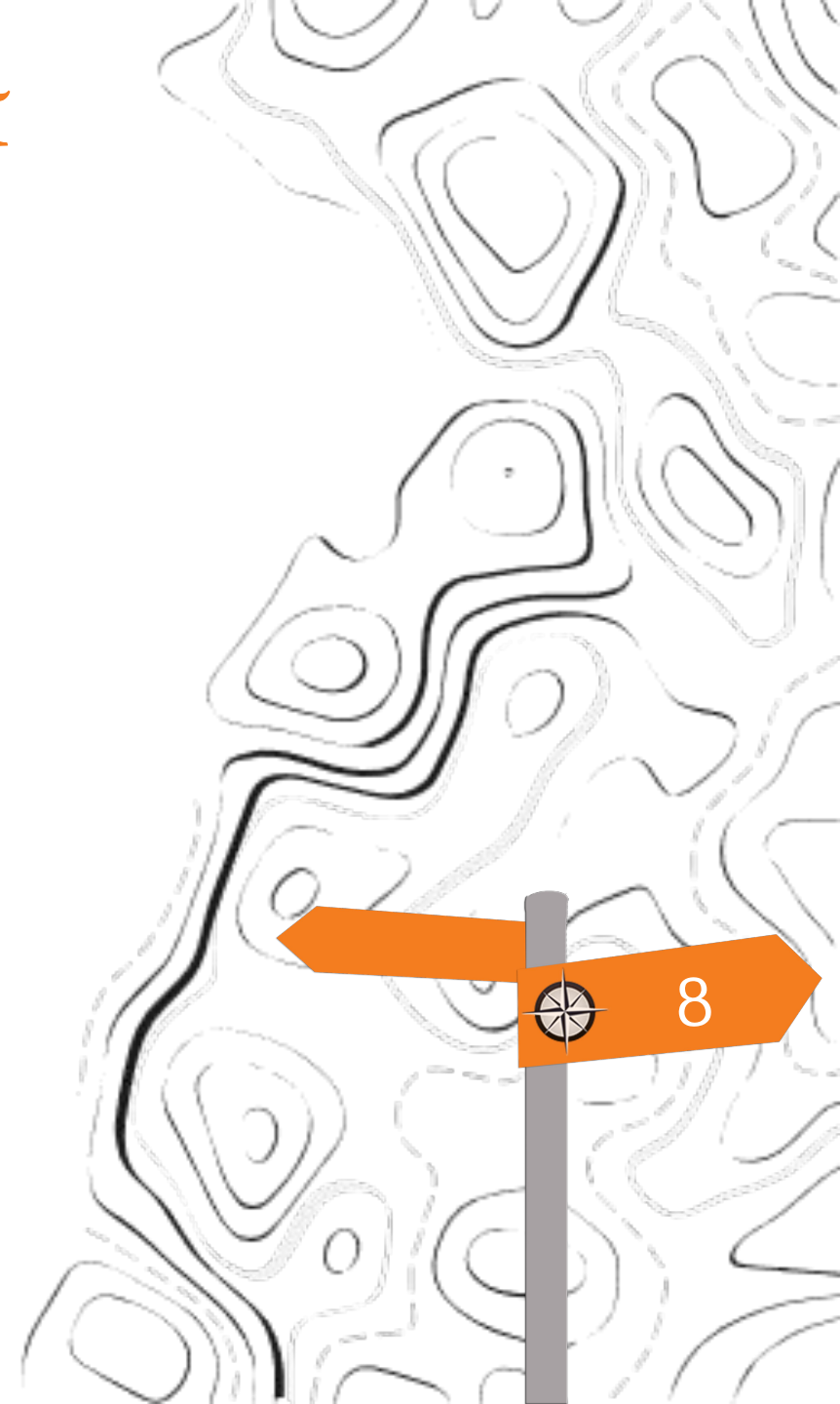


Teamwork Challenges & Opportunities

Variability – styles, preferences, performance

Volatility – pressures from the variability, accelerating change, increased expectations

Opportunity – diversity of strengths and talents – *when leveraged thoughtfully and intentionally*





The Solution





DISC-EQ

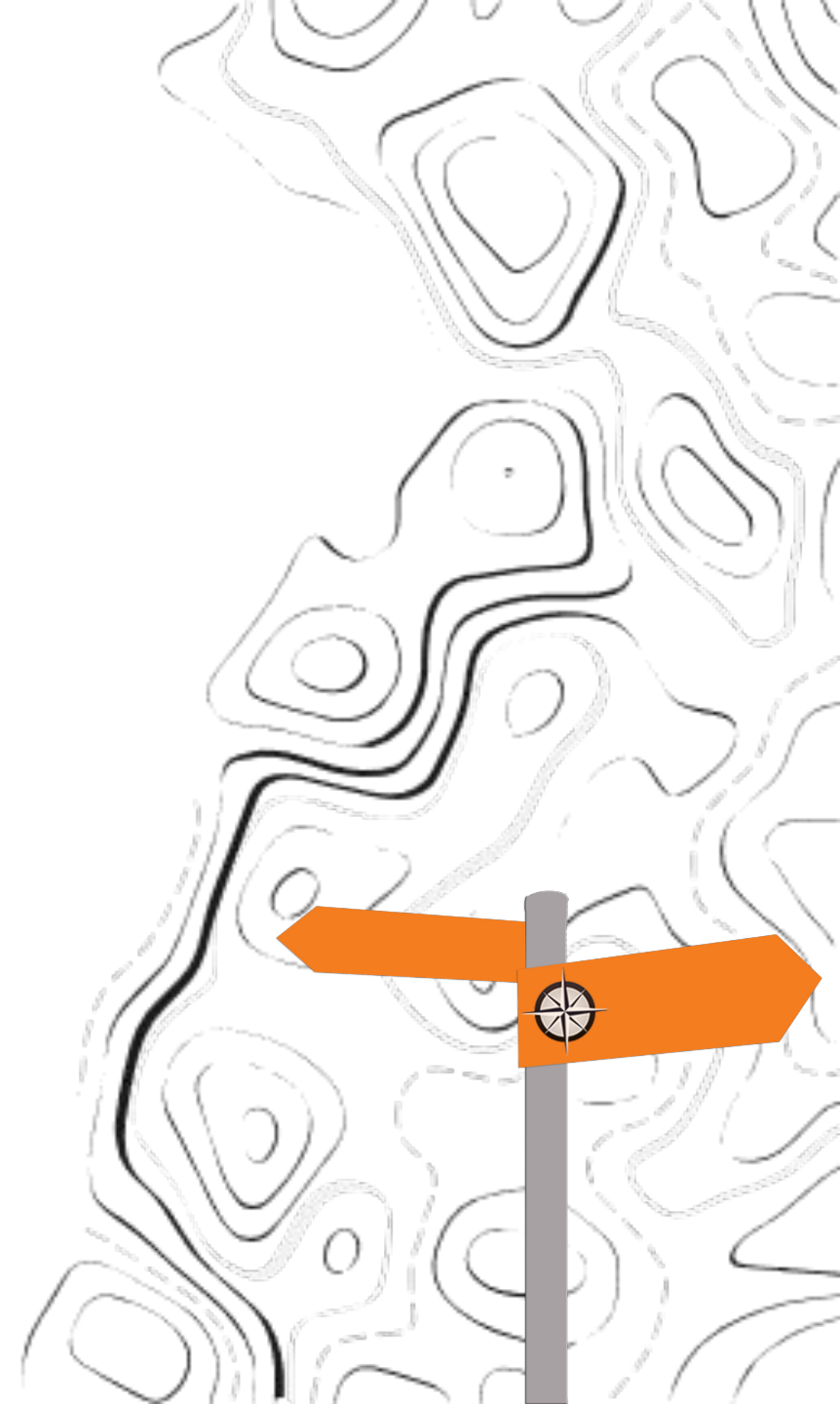
	Awareness	Application
Self	Know Your Style	Choose Actions Wisely
Others	Know Other Styles	Adapt Actions for Mutual Benefit



Five Behaviors™ Model Patrick Lencioni



The Five Behaviors of a Cohesive Team™ Model





DISC-EQ

A deeper dive into the “Self”
aspects of the model

**Know Your
Style**

**Choose
Actions
Wisely**



DISC Insights refresher: Catalyst™

- Go to the Catalyst™ platform and review the “Understand Your Relationships” section
- Reflect on which DISC style you tend to find most challenging to work with





Your most challenging style

In breakout rooms discuss:

Know Your Style

- What DISC style do you find most challenging to work with as a teammate?

Choose Actions Wisely

- What changes in mindset and/or your own behaviors may improve your working relationship with people who have this style?



DISC-EQ

A deeper dive into the “Others”
aspect of the model

**Know Other
Styles**

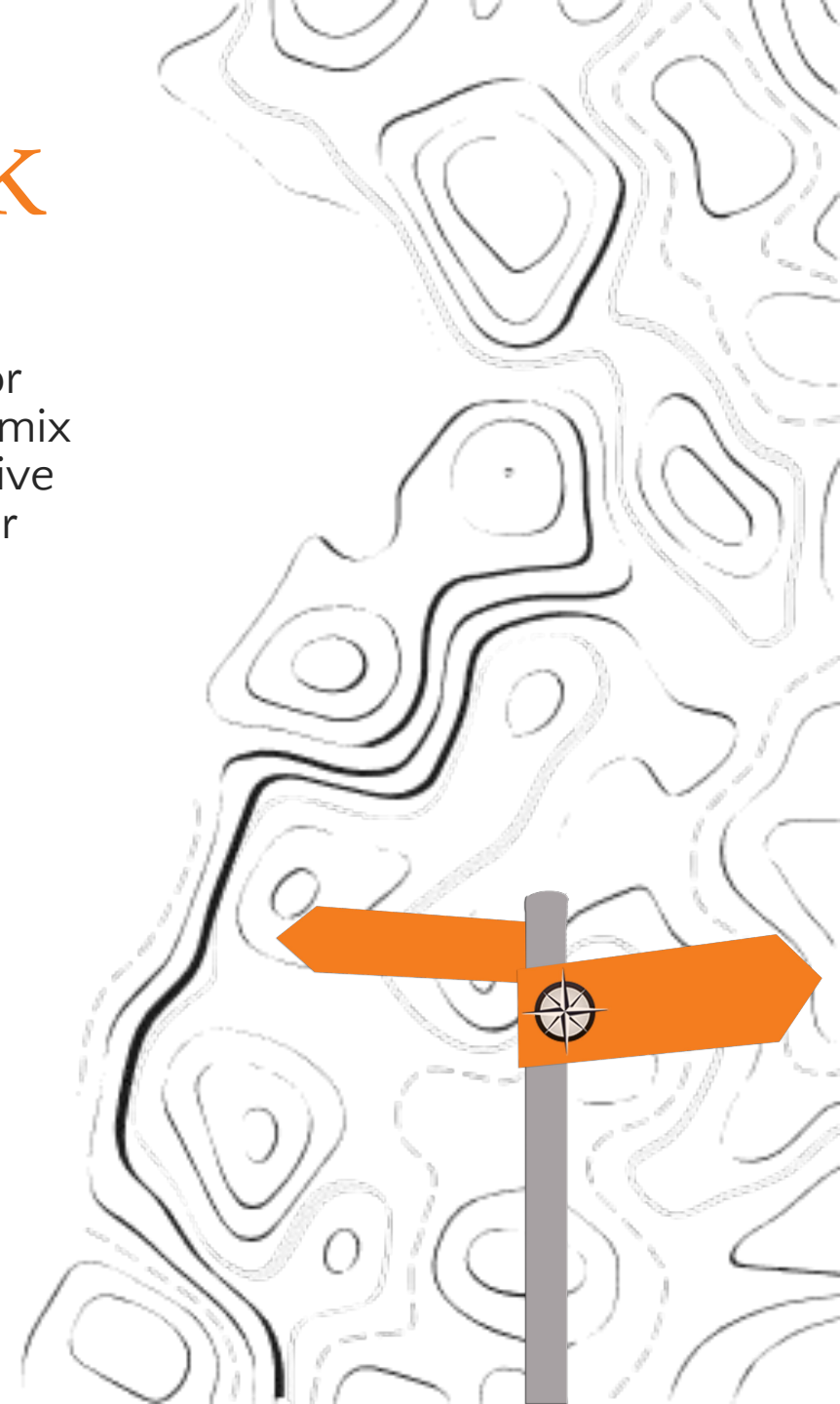
**Adapt Actions
for Mutual
Benefit**



Optimizing Teamwork

Your breakout group has been asked to advise a team on best practices for enhance their team cohesion and performance. The team has a balanced mix of all DISC styles. Considering DISC EQ and the Five Behaviors of a Cohesive Team model, what types of actions would you suggest they take? Consider things such as:

- How they run meetings
- How they make decisions
- How assignments and project teams are formed
- How they develop trust
- How they handle conflict
- Other aspects of team functioning you think are critical





Action Planning

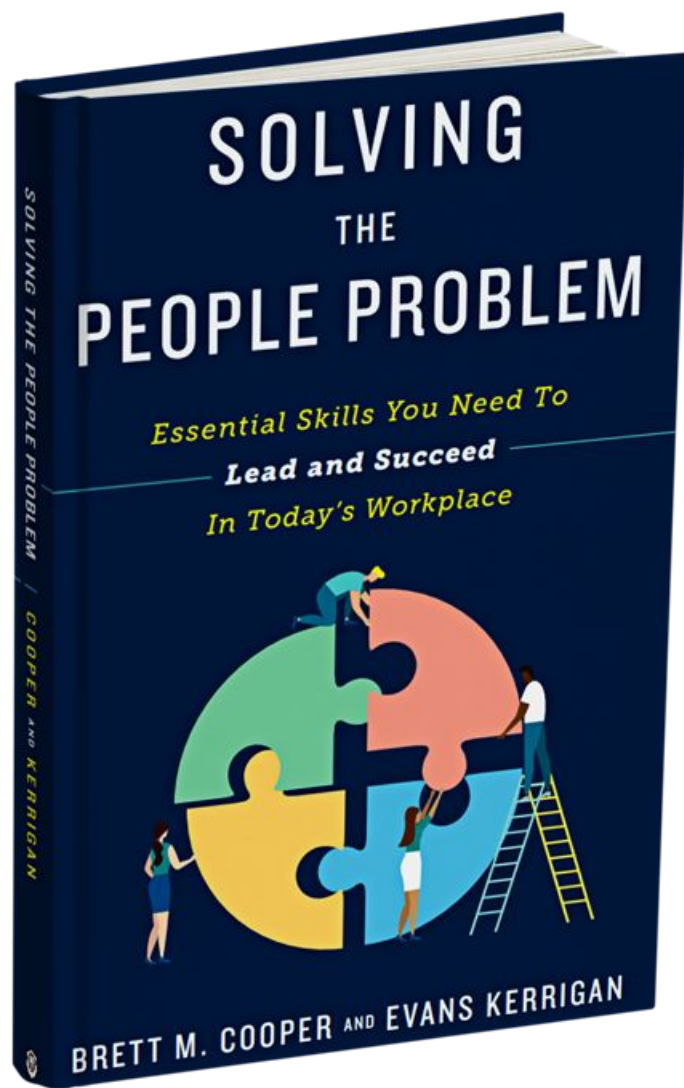
1. Think about the primary team you are on now and select 1-2 actions from the last exercise that you will recommend be adopted
2. Reflect on a teammate you would most like to have a better working relationship with. What actions can you take to make that happen?

Commit to when/what circumstance you will try this out!





Wrapping up



A great resource to continue your growth past today

A multi-year project to capture the research and stories behind this work