



Building Leadership Team Chemistry

Behavioral research indicates that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

Organizations can benefit from surveying and comparing the perceptions of individuals, teams and/or working groups, especially when contemplating a major change, a new initiative, or a change in strategy.

CANDOR will facilitate a customized behavioral awareness program for building **Leadership Team Chemistry** that provides insights into behavioral styles and how best to approach, develop and motivate people based on their style to produce results.



Individual Profiles and Sessions

Each team member completes an individual online awareness profile which generates insights into their behavioral attributes, work style, and most importantly, communication and motivation styles.

We schedule individual participant review meetings to discuss the profile results, resulting in recognition and appreciation of the different behavioral styles and motivational and management techniques.

Objectives for individual sessions include:

- Increase appreciation of different work styles
- Learn how to adapt personal style to relate to others
- Create the motivational environment most conducive to success
- Know how best to convince or disagree with others so as to minimize conflicts



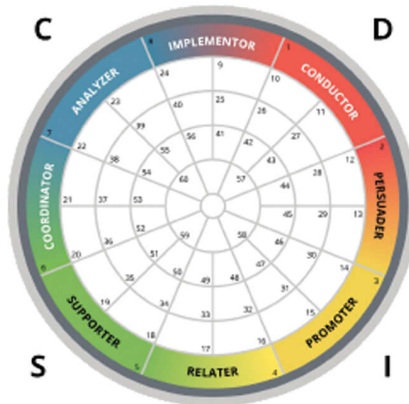
Team Sessions

As a follow-up to these individual sessions, CANDOR presents a half-day session to discuss the whys and hows of working more effectively based on their results. This includes a summary analysis of the Team Chemistry which outlines the team's characteristics, specific effective communication techniques, keys to motivation, and areas for improvement.

Topics include:

- Team Chemistry: potential and limitations
- Styles in conflict
- Advantages and disadvantages of team traits
- Combinations: how one style reacts to another

A **team composite** is developed that reveals the team's behavioral styles. Team member results are plotted on a wheel to demonstrate similar and dissimilar behaviors of the group. This review is enhanced by participants having their individual assessment for reference.



Team Chemistry is defined and interactive activities are planned that enhance the profile findings. Team members become aware of each other's style and learn how the group can most effectively work together.

Team members have an opportunity to practice identifying different styles and learn practical, hands-on techniques for enhancing communication and reducing conflict with others.

Topics covered during the team work session include:

- At what stage is the team in its development?
- Team Dynamics: do the members of the team know how to work with each other's tendencies, are strengths maximized, is there a synergy in the group?
- Conflict Management: recognizing that people's approach to conflict is based on their behavioral style, and how that can control how feedback is delivered and received.



We discuss the impact on the behaviors and satisfaction of each team member with regard to:

- How it may affect the pace at which work gets done
- The attention paid to details
- Problem solving
- How decisions are made
- What risks the teams are willing to take to improve work processes that cross organizational lines

Participants gain a sense of how they engage based on their natural behavioral tendencies:

- Are they autocratic or participative managers?
- What are their management priorities with regard to action, drive, and providing encouragement?
- What drains their energy as a manager?
- How is their management style perceived by the team?

Specific techniques are given for how to engage with each member of the team with regard to their different styles:

- Potential problems when working with different styles
- Directing and delegating
- Motivating
- Recognizing and rewarding
- Developing



Leadership Team Summary

The amount of information contained in the assessments can be quite comprehensive. A summary report will be delivered to the head of Human Resources, which will provide an overview of each team member, and an outline of team culture and specific techniques based on profile responses.



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Program Structure

Individual Profile Coaching Overview

- Provides in-depth review of their profile results, and a follow up discussion on how to effectively use the information to enhance performance with others

Interactive Workshop

- Identify both the strengths and challenges of the team dynamics
- Create actionable recommendations for improvement and enhancements
- Provide complete DISC tool kits for each participant with customized information on each team member

Summary & Playbook

- A “Road Map” to effectively managing relationships for healthy team dynamics
- Areas of self development identified for each individual team member
- Techniques on how the team could be more effective when interacting with each other



Tish Squillaro, Founder / CEO



To explore how CANDOR can help your business,
schedule an initial no-obligation consultation

candor-consulting.com