

# TRAINING WORKSHOPS



## HIGH Performance TEAMWORK

Do you have a newly formed team or one that is simply looking for a tune-up? In this session you will experience high performance teamwork, understand its value and know how to intentionally achieve it at work.

## EMOTIONAL Intelligence

Much of a person's success is based on their ability to be in touch with, monitor, and effectively manage their responses to a variety of interpersonal interactions. Understanding where we have healthy, under-functioning or even over-functioning qualities in various EI scales is the first step in becoming a more effective leader.

## NAVIGATING Change

Is your team struggling to keep up with the rapid pace of change? In this workshop, we explore the link between our need for innovation and the challenge of coping with the natural responses change inevitably causes.

## OVERCOMING FIVE TEAM Dysfunctions

Building an effective team takes commitment and a deliberate, thoughtful approach from everyone involved. This workshop, based on the elegant and simple model described by author Patrick Lencioni provides an excellent framework for developing a high performance team.

## MBTI®

Do you have differences that split your team? Do you find that you communicate quite easily with some people and have to make a real effort with others? We all have different personality styles that create these situations. Understanding your personal type and the types of others is critical in driving effective interpersonal interactions.

## EFFECTIVE Leadership

Developing effective leaders is a deliberate and ongoing process. This program will inspire participants to set a compelling personal leadership vision, help them to assess their current reality and give them the tools they need for success.

## STRENGTH Deployment Inventory

The Strength Deployment Inventory (SDI®) goes beyond measuring personality and explores the motivations and values that support the behaviours we choose. Identifying what drives us is tremendously helpful particularly when it feels like people are crashing into each other, rather than driving organizational results.

## TEAM Culture

Organizational cultures in which everyone is fully engaged and connected to a common purpose happen when leaders have a clear vision of what that culture looks like. Leaders "walk the talk" to ensure everyone not only hears about it, but sees it modeled. This workshop will provide you with a framework to make your vision become your reality.

## EFFECTIVE Communication

Communication seems like a simple concept but it often results in mixed messages, unclear directives and even interpersonal conflict. Effective communication is vital for success. In this workshop, participants learn about what works for them and why at times, the impact of their message is quite different than what they had intended.

## MASTERING Conflict

Does your team spend too much time in unproductive storming and too little time truly performing. This session will help team members find that "sweet spot" where they can engage in healthy, productive conflict and avoid the negative, destructive kind.

## BUILDING Trust

Trust is the foundation for strong team relationships and the lack of trust within a team results in silos, unhealthy competition, poor or non-existent communication, and more. Building trust within your team is not easy. Our team will set the stage - your team will gain a whole new perspective on each other that will help drive results.

## Strengths FINDER

Research by the Gallup Organization has found that people who have an opportunity to focus on their strengths every day are 6 times as likely to be engaged in their jobs. Find out what makes your team tick and develop action plans to leverage their strengths and drive your team to high performance.

## Facilitation SERVICES

Summit can provide a skilled facilitator to take you through any or all of the stages of the planning cycle including: clarifying your mission, discovering your core values, setting a compelling vision, conducting a SWOT analysis, choosing strategic priorities, objective goal setting and action planning, and more..



**CONNECT WITH US TO LEARN MORE!**

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