

Workshop Options

Pick the best option for your team

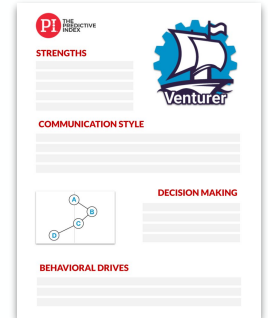
Growth & Development Sessions

Understanding your work style

A guided learning experience for uncovering incredibly useful insights about each team member's strengths, communication styles, risk tolerance, decision making, detail orientation and much more. The professional personality assessment is based on 65 years of behavioral science from the leader in workplace behavioral assessments - The Predictive Index.

Outcome: *Improved communication*

Deliverable: *Detailed individual assessments & guide*



Discovering your team type

An introduction to the world of work through a behavioral work style lens. In an interactive, fun environment, teams will better understand how everyone's work styles fit within the 4 types of work to be done. Understand why some work feels like it's in your "sweet spot" as a team and why other work feels like such a stretch, plus...build an action plan for what you can do about it.

Outcome: *Increased team productivity*

Deliverable: *Action plan for team's blindspot*

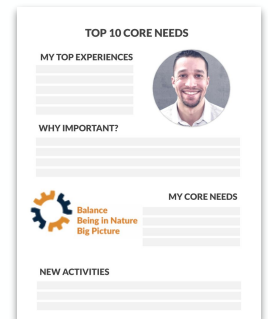


Finding your top 10 core needs

A guided learning experience to uncover specific elements of your job that give the most meaning and fulfillment in your work. Using a fun, evidence based approach, you'll put a name to your top 10 "core needs" that give you a strong sense of purpose in the workplace. Participants use their core needs list for building a more robust career development plan and making decisions that increase job satisfaction.

Outcome: *Higher staff retention*

Deliverable: *Personalized list of top 10 core needs*

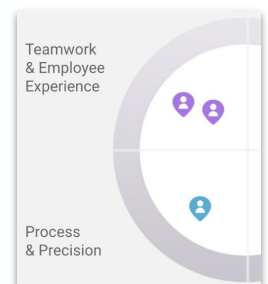


Understanding your talent gaps

An interactive review and gap analysis of the behavioral workstyles currently represented on the team. Empower your team with a fresh new way of looking at hiring that will contribute to better overall team chemistry. Your team will learn how to use more than just gut feeling by aligning together on the ideal candidate's work style. Plus you'll get a strategy for how to identify these qualities within the interview process.

Outcome: *Better team culture*

Deliverable: *Candidate job target & custom interview guide*



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Resolution & Action Sessions

Improve your interpersonal communication

A deep-dive on your team's communication styles based on behavioral science insights from The Predictive Index. Explore the strengths and cautions for each of the 4 communication styles (connecting, telling, direct and respecting) to fine-tune your interactions with colleagues. Participants will create a standard set of norms for giving and receiving feedback that will enhance relationships for years to come.

Outcome: *Improved employee wellbeing* **Deliverable:** *Process for giving and receiving feedback*



Decide your team's strategy

A future-focused workshop designed to help your team solidify clear goals and strategy for your business. Use our 4 quadrant framework to decide on a clear, concise and compelling team strategy. Learn techniques to stretch your current personnel or add additional key personnel to better meet your business goals.

Outcome: *Increased staff engagement* **Deliverable:** *Strategic alignment doc and team script*



Build a talent allocation plan

A guided analysis of the process for assigning work on your team and a strategy for how to improve it. Learn how aligning work based on work style strengths can improve job satisfaction for individuals, while increasing productivity for the entire team. Participants will leave with a customized plan for how to match the strengths of their team members with the needs of the business.

Outcome: *Increased productivity* **Deliverable:** *Talent allocation & alignment plan*



Conflict resolution techniques

A facilitated environment for re-establishing healthy communication after a breakdown between team members. Utilize conflict resolution techniques that provide the constructive feedback necessary to move past the barriers. Participants practice the skills necessary to resolve the current conflict and avoid potential future conflicts by establishing a set of team norms.

Outcome: *Better team functioning* **Deliverable:** *Conflict resolution process + send/receive template*



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Celebration & Recognition Sessions

Celebrate a major team milestone

Your team works extremely hard to accomplish your company's mission. Taking time to celebrate those major milestones with a beautiful ceremony to commemorate the moment helps remind people that they are part of something bigger.

Examples: Opening a new location, reaching \$1M in revenue, launching a new app, hitting yearly sales numbers, reaching 1k five star reviews



Individual promotions & awards

Career advancement is a great way to personally honor staff members who have demonstrated their expertise and earned a promotion or an award. Properly recognize these individuals by gathering the team together in a more intentional way.

Examples: Promotions, 25 year anniversaries, leadership awards, corporate stewardship awards



Included with every session:

- Self-awareness insights for every team member
- Techniques for improving team communication
- Professional facilitation & coaching for your team
- A clear path forward for extending your learning

Talk with us today:

www.tendyours.com

