Breaking Barriers, Building Teams is designed for leaders, managers and individual contributors looking for better ways to leverage professional knowledge, influence people and more effectively manage processes in cross-functional teams.

During this program, team members will gain a clear understanding of how a group becomes a unified, high-performing team. They learn how to drive accountability between team members and stake holders. We will provide a framework for responding to resistance or indifference around critical conversations. You will see a development of awareness of the paradigm shift from an individual role to effective team participation and leadership.
Breaking Barriers, Building Teams

Who Should Attend

*Breaking Barriers, Building Teams* is designed for leaders, managers and individual contributors looking for better ways to leverage professional knowledge, influence people and more effectively manage processes between and across teams.

What You Will Learn

- Gain A Clear Understanding Of How A Group Becomes A Unified, High-performing Team
- Increase Buy-in From Team Members And Stakeholders By Leveraging The Connection Between Trust, Conflict And Accountability
- Understand How To Drive Accountability Between Team Members And Stakeholders
- Learn To Positively Influence Those Who Do Not Directly Report To You, Including Clients, Team Members And Other Stakeholders
- Leverage The Orchestrate Model As A Framework For Responding To Resistance Or Indifference Around Critical Conversations
- Develop Awareness Of The Paradigm Shift From An Individual Role To Effective Team Participation And Leadership

Tailor Your Experience

The Lumina Experience: Understanding Self And Others

- Experience A Highly Interactive Individualized Psychometric Profile Tool Called A Lumina Portrait
- Lumina Does Not Label People Or Put Them In A Box, I.E. Trait Not Type
- Measure The Level To Which Each Individual Has Opposite, Competing And Contradictory Aspects Of Their Personality, Called Embracing The Paradox
- Measure Three Unique Yet Integrated Views Of Each Person: (3 Personas) – The Underlying You, The Everyday You And The Overextended You
- Develop Practical Language To Create A Set Of Ideas That People Remember And Can Apply For Years To Come, Called Simplicity And Depth

In Partnership With

www.nextlevelexchange.com
Breaking Barriers, Building Teams

Program Outline

Your Purpose

• Develop New Behaviors That Will Help You Achieve Your Full Potential In Work And Life
• Understand How You Think And How That Determines Your Behaviors And Destiny
• Respond Better, In A More Proactive, Long Term Approach When Interacting With Prospects, Customers, Colleagues, Friends And Family
• Success Is A Journey: The Five Basic Success Fundamentals

Change Management

• Orchestrate Change Model: Achieving Outcomes Through Paradigm Shift And Behavior Change
• The Staircase To Change: Understanding The Phases Of Change From Fight Or Flight, Through Tolerance, Acceptance to Valuing And Ultimately Celebration
• Identify Behaviors And Attitudes In Each Stage Of Change And The Required Steps To Move through the Phases
• Better Understanding Of Reactivity Versus Ownership

People Management/Setting Expectations

• Build Trust And Honor The Trust Continuum
• Provide The Environment For Discussion And Clarity
• Summarize And Document For Mutual Accountability
• Follow Through And Feedback – Trust And Verify

Leadership / Management Essentials

• “The Best Boss I Ever Had” – The Essential Mindset And Skillset Of A Leader And Manager
• “The 3-legged Stool”– Prioritizing Areas Of Focus For The Individual Perspective As Well As The Managerial Perspective
• “Win As Much As You Can” – A Highly Interactive And Fun Activity That Highlights The Difference Between Competition And Collaboration
• The Battle Of Gettysburg: A Historical Case Study In Leadership Styles
• Tribute Statements: Creating Your Own Personal Vision Of Leadership

Team Communication / Critical Conversations

• Diagnosis Before Prescription: Qualifying, Clarifying, Confirming
• The Art Of Listening
• Responding To Resistance With The Right Intent
• Aligning And Seeking Agreement For Next Steps

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Orchestrate Learning