

# Executive Team Leadership

## Workshop

The executive team is responsible for the long term success of the enterprise. From the board through the C- level to the division level these teams have to take into account the satisfaction of all of their stake holders; shareholders, employees, customers and suppliers. Their actions or judgments lay the course for years to come.

Often a team can get stuck. Their companies success is still progressing but something just is not working at the level their collective talent would predict. This is often the result of their collective judgment clarity and balance. There are three dimensions where our judgments affect the company.

- **Systems** – the absolutes, structure and long-term planning. Determining what ought to be. The vision for the future.
- **Tasks** – The daily doing that translates to remaining competitive, striving to be the best at what you do or provide, focusing on results
- **People** – clearly understanding the people dimension, the emotions that are at play and providing appropriate responses to keep in balance the needs of employees, customers, shareholders and even vendors.

Every team will have members that focus their talents in one or more of these areas. Does your team fully understand each other's capacities? Their strengths? Are you effectively leveraging each team member's strengths to multiply the power of your team? If either of your answers are even a qualified no then this workshop is a must. It will change the way you do business and make decisions.

## Participants in this workshop will experience the following:

- A comprehensive report based on their taking an assessment that identifies their judgment strengths and limitations.
- A one hour confidential report debrief with a trained and Viatech certified Axiologist prior to the workshop.
- SWOT analysis for the team to establish a framework for workshop objectives
- Participate in a discussion identifying each team member's strengths and how those strengths fit with the team
- Identify team judgment gaps and establish strategies to minimize the effect of those gaps.
- Review past successes and failures and how this new knowledge played out in the successes and what could have been done to avoid failures.
- Couple judgment styles with Behavioral styles to understand how one affects the other from an augmentation of mitigation perspective

## The benefit to the Client of this training is:

- A positive experience of each participant in learning about themselves and others. A continuing journey in fully understanding themselves and how to effectively use the information for development
- A clear picture of the team's strengths, weaknesses, and needs
- Elevating any team to much higher levels of performance, guaranteed
- An objective, valid, non-judgmental tool to assist in creating development paths that align with an individual's strengths.

## Pre-work

Approximately 30 minutes of pre-work for assessment completion will be required of



each participant in advance of the workshop. All pre-work requires only basic computer literacy and internet access for completion.

Each participant will receive the pre-work instructions directly from Viatech, and results are sent directly to Viatech without intervention by any other individual. It will be necessary for the Client to provide a list of e-mail addresses of workshop participants in advance so that participants will have adequate time to complete the pre-work. Completion of the pre-work assessments will result in an assessment charge, even if the individual does not attend the workshop.

### **Workshop**

The workshop will be delivered by a Viatech-certified instructor. The workshop will last one day.

#### **Each participant in the program will receive**

- A highly detailed personal behavioral style and motivation factor report which highlights individual communication style preferences motivational factors and lots more. (provided by Viatech on the day of the session)
- Notes, handouts, and materials appropriate to the workshop content

#### **Suggested prerequisite workshops**

- *DISCcompass*™ – Pointing the way a communication and appreciation workshop that is a foundational team development activity. This workshop includes the *DISCcompass*™ behavioral report used in the Executive Team workshop.
- Motivations & Passions Influence Our Thinking and Success a workshop focusing on the passions that drive team members. Very helpful in understanding a different layer of talent based on what a person naturally is driven to do. Brings a new level of understanding to the

team in terms of conflict resolution and communication based on what a person is really interested in.

#### **The workshop facility will include the following equipment:**

- PC-ready data projector, such as an “In-Focus” or similar (provided by the Client)
- Laptop computer for slide presentation (provided by Viatech)
- Flip charts and markers (provided by the Client)