

Team Judgment Workshop

Teams performing cutting edge work, re-shaping the course of the company, mapping out new marketing and sales strategies, and other key functions, need to communicate with each other effectively, utilize each other's skill sets, and value all of the team members. Those attributes are addressed in Behavioral Style and Motivation workshops.

The team also makes critical decisions and knowing which team members have the critical judgment capacities to address structural and planning issues, results focus, and the all too critical people issues is paramount in today's business climate. Knowing who has what judgment talent is the first part. Leveraging the collective talent of the team is what this workshop is about.

Participants in this workshop will experience the following:

- A comprehensive report based on their taking an assessment that identifies their judgment strengths and limitations.
- Will have a 1 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 identify 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 for 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 developing development paths that align with an individual's strengths.

Pre-work

Approximately 20 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 6 hours.

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

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)