

Organizational Solutions

AGILITIES OF GENERATIVE TEAMS



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AGILITIES OF GENERATIVE TEAMS

Workshop Options

Workshop 1:

1 or 2 days
Team Agility Strategies
8:00 am - 5:30 pm

Workshop 2:

1 or 2 days
Internal Agility
8:00 am - 5:30 pm

Workshop 3:

1 or 2 days
External Agility
8:00 am - 5:30 pm

Community of Practice

Sessions: 6 to 8 2 hour
Live Video delivery,
scheduled 3 weeks apart
following workshops.

Program Flow:

The experiential, adult learning design is delivered in a combination of on-site workshops supplemented with live video Community of Practice sessions over the course of 3 to 6 months for groups from 9 to 36 participants.

The workshops may stand alone or be engaged in a series.

The addition of Community of Practice sessions strengthens practical, on the job application and delivers group coaching for individual and team development.

The program tuition includes all materials, tools and program delivery personnel (2). Travel to site is not included.

Program Tuition: Priced per participants

- Workshops are \$1,650 per day
- Community of Practice Sessions: \$200 per sessions

Typical Program for 9 Participants: \$55,000

Set up your team to be sustainable and high-performing, even in periods of volatile, complex and ambiguous change. Build capacity—a mindset and skill set—to be generative with each other and to model this expansive leadership for the entire organization.

How team members engage with each other is a choice. All too often the choice is made out of habit and assumption. For example, because a person has a certain job title or skill, he or she is assigned to a team. That criteria are not enough and misses the importance of interpersonal fit on a team. As a result teams often feel dissatisfied and low trust.

The workshop experiences open up self-awareness and other awareness of peers through the lens of character strength traits. Together the team members discover how each other views the workplace and the outcomes to be achieved when operating through his or her best strengths. When coaching is added, individual and team development is accelerated.

- Team engagement agreements implemented in order to organize work around character strengths.
- Establishing commitments for empowering habits that drive performance is a generative skill.



- Awareness for the value of diversity and how to tap into that resource is an empowering mindset.
- Motivation for applied creativity and innovation in sustaining.

Program Learning Outcomes

- Be confident with methods that transition workplace climate toward an envisioned future that has greater positivity and purpose.
- Improve synergy in day-to-day conversations so that when engagement must be amplified and accelerated, team members know how to do that.
- Envision and become exemplar leaders for sustaining high performance.
- Develop managerial behaviors for executive and team leaders that are exercised purposefully so that:
 - Action and interaction by leaders is appropriate by situation by strengthening listening and curiosity.
 - Each leader demonstrates value for free expression of innovative and creative ideas, building stronger rapport.
 - Relational engagement with the workforce is balanced with transactional execution in activities.
 - Trust is instilled and contagious throughout the organization through timely and respectful direct communication.
 - Employees accept responsibility for clear authority granted by leaders leading to heightened collaboration and initiative.
 - All personnel are resilient, agile and adaptive in the face of change and business challenge.
 - Continuous learning is a key climate characteristic supported through peer-based dialogue and solutions..

Program Elements

- From 25 to 50 hours of live, experiential adult-learning curriculum tailored to each organizational mission, objectives and team leadership. The modules build new competence and leader mindsets progressively so that the rhythm matches the desired timing of the organizational strategy and desired outcomes.
- Each workshop generates more effective leader-leader dynamics. Our scalable solutions cultivate the character strengths that define effective leaders: interpersonal intelligence, resilience, and an orientation toward lifelong learning. Every workshop is immediately applicable on-the-job because it is tailored to specific business outcomes expected by each team.
- The work is grounded in measurement of character and the behavioral habits an organization declares most useful and effective to achieve business outcomes. The suite of tools from Tilt365 is based in serious character science, proven to be the most valuable driver of innovation, creativity, learning and productivity.



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