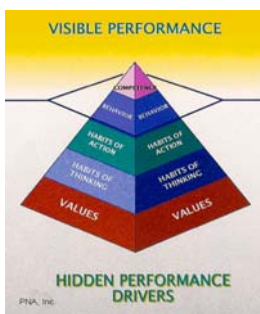


## Values Matter: A workshop to improve teamwork and performance

In our global, fast-paced economy, opportunity knocks loudly each day. Everyone is expected to achieve more results with fewer resources. However, when dedicated, talented people do not perform well, or burn-out at alarming rates, something's wrong with the picture.

When a team commits to results they have never produced before, they not only commit to a new outcome, they commit to change. Sometimes attention turns to the processes, procedures and systems required to get the job done. **What's often unexamined, however, is the change required in *how* people work together and what's unexamined can derail the best laid plans of committed people.** To create a high-performing, highly satisfied team, give people access to their individual and collective potential and create an environment that supports success.



Understanding values is indispensable for any process of development and change. Values are the source of our direction and the basis of natural motivation. Unexplored values, expressed through habitual behaviors and automatic choices, limit learning, undermine performance and constrain what's possible. Poorly understood values easily create miscommunication and friction and can cause otherwise competent, dedicated, hard-working individuals to perform below what they desire and know is possible. Potential lives in the "how" - how we think, how we act, how we relate to each other. Exploring values enables new levels of performance, partnership and teamwork.

### Participants will

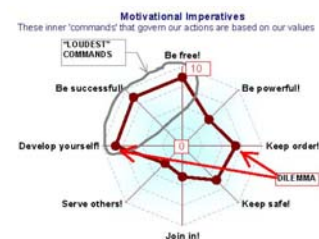
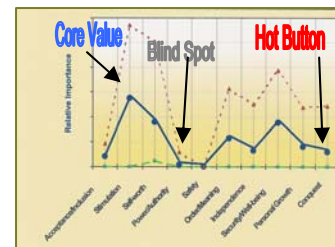
- See ways to increase personal and teammates' performance.
- Identify self-limiting behaviors and learn ways to reduce them.
- Commit to action that supports development and success.

### Benefits

- Focus developmental efforts to build, leverage strengths.
- Increase productivity and job satisfaction.
- Work more effectively with others who have different values.
- Build sustainable relationships that produce extraordinary results.

3 Steps 1. Complete online survey. 2. Explore data with expert coach. 3. Take focused action to reach agreed upon goals.

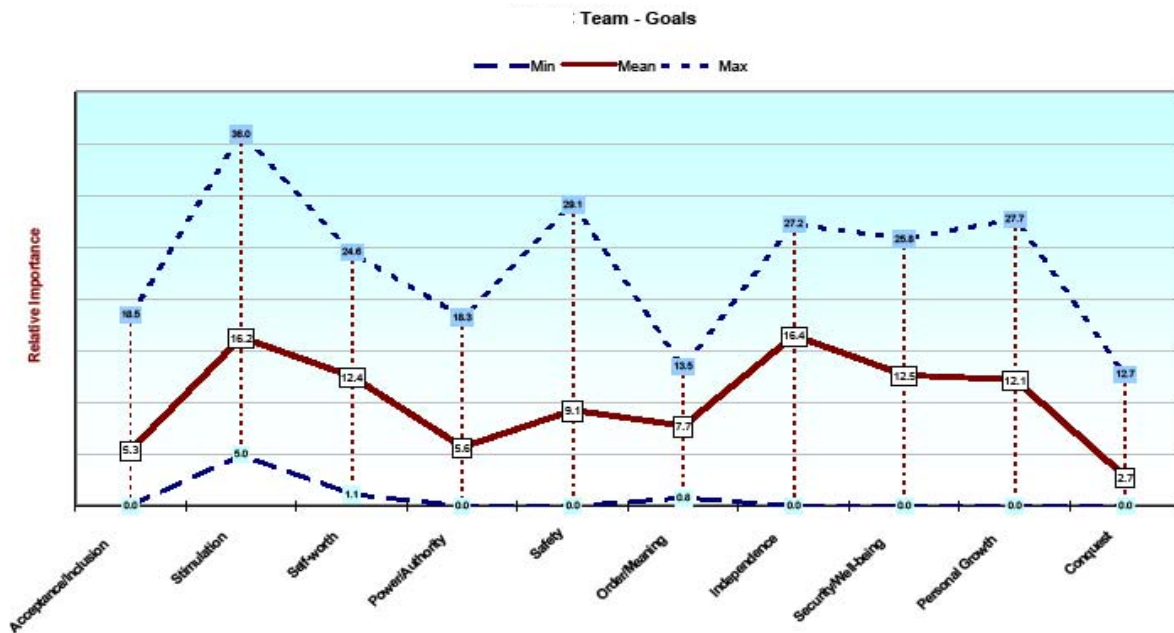
Participants receive Values Workbook / Individual Values Report & Aggregate Team Values Report / Coaching to leverage learning.



**A picture is worth a thousand words.**  
 What if you could see precise areas that create alignment, and those that create miscommunications and misunderstandings? Better yet ... What if you knew how to strengthen what's working and clear up what isn't?  
**Picture that!**

### Sample Reports for Team Values Workshop

Each person has his/her individual report plus the team aggregate report (shown). The facilitated dialogue explores points of view and their impact on performance. More effective communication skills are taught. **Outcomes:** strengths identified, diverse views leveraged, miscommunications reduced, teamwork increases and quality of results accelerates.



Graphical reports quickly reveal areas of alignment and misalignment and expert coaching gets to the heart of the matter effectively. Participants literally see areas of potential misunderstanding, have the opportunity to own their individual view and gain skills to respect others, thus building respect and trust – essentials for a high-performing team.

