

# FOCUS SEMINARS OF KANSAS CITY CORPORATE TEAM-BUILDING PROGRAM

The operating theory of the Focus Seminars Team Building program is applying the hands-on tools of adult experiential learning to the Five Dysfunctions of a Team identified by Patrick Lencioni. This program combines his acclaimed & insightful business book coupled with the powerful tools of adult learning that are proven to create lasting results in actions and behaviors, not just a day of feel-good discussion and experiences.

The Five Dysfunctions of a Team *	Focus Team-Building Tools & Expected Results
Absence of Trust	<ul style="list-style-type: none"> <li>• Team assessment diagnostic tool – Understand where the team falls on the Five Dysfunctions</li> <li>• Power Model versus Growth Model exercise – Learn about different models of authority relationships</li> <li>• DISC behavioral profile – Learn about different personality styles, how to work with them and understand them</li> <li>• Life Story in Four Chapters Exercise – Trust is built on knowing each other and this exercise reveals each person’s life story</li> <li>• Hero Exercise – Learn how we see ourselves and how our personal history influences us.</li> </ul>
Fear of Conflict	<ul style="list-style-type: none"> <li>• Comfort Zones – Learning to stretch and challenge the status quo</li> <li>• Depth Frequency Conflict – Exercise to assess team conflict tendencies and identify areas for improvement</li> <li>• Conflict Norming – Exercise to establish boundaries in meetings and to ensure the open flow of information and ideas</li> <li>• I’m Right – Exercise in the limiting behavior of being right</li> </ul>
Lack of Commitment	<ul style="list-style-type: none"> <li>• Seven Ways Not to Lose – Demonstrates passive aggressive behaviors in the workplace</li> <li>• Move a Position – Exercise to show how to overcome self-imposed barriers</li> <li>• Supporter Participant vs. Observer Critic - Identify the positions we take when challenged</li> <li>• Commitment Clarification &amp; Cascading Communications – Creating buy-in for team members</li> <li>• Thematic Goals – Creating a rallying cry for a single-minded common cause</li> </ul>
Avoidance of Accountability	<ul style="list-style-type: none"> <li>• Team Effectiveness – Exercise using constructive feedback to bring forth the wisdom of the team</li> <li>• Withholds – Exercise in letting go of harbored negative energy for a co-worker</li> <li>• Squares Game – Exercise in providing feedback during team problem solving</li> </ul>
Inattention to Results	<ul style="list-style-type: none"> <li>• Scoreboard – An indicator of team performance</li> <li>• Warp Speed – Fun exercise to create positive energy with all team members toward accomplishing goals</li> <li>• Double Win – Exercise in shifting from a focus on individual wins to team wins and how that also creates individual wins</li> </ul>

\* Patrick Lencioni, The Five Dysfunctions of a Team, published by Jossey-Bass, ©2002

Focus Seminars of Kansas City offers customized training programs for corporations looking to improve team performance and individuals looking to improve their personal performance. Focus Seminars is an educational organization that invites all people to move towards new levels of performance both professionally and personally. Our seminars guide you through the exercises necessary to gain a greater understanding of yourself, your relationships, and the needs of others. Focus Seminars offers more than just insights and tips. We teach our participants how to develop performance insights for the rest of their lives.

Our seminars are not full of boring lectures, videos, or workbooks, but instead utilize a process known as "insight/action learning". By actively participating in the training program, and using the tools of insight/action learning, you gain an understanding about your current approach to your work team and personal life versus what may be a more optimal or ideal approach. Each learning experience is designed to help identify your own winning characteristics. There is no process of self-discovery that enhances one's overall personal and professional effectiveness better than Focus Seminars. Professionals, parents, couples, leaders, and individuals develop the tools and insights to understand what they can do to improve, grow, and develop as individuals. You will gain the "extra edge" needed in today's world as you learn to FOCUS and reach your potential.

Testimonials

*The team building event that Focus Seminars provided our associates was a huge success. Your skilled staff made the entire exercise a truly fun learning experience. I have received many comments about some of the "take-aways" from those who attended which included creating more familiarity within our group and enhanced morale. Many have asked when we can do it again. It was great working with you and your staff. I am thrilled with the outcome of the event and view it as time and money well spent."*

– Dan Lowe, President, Legacy Real Estate

*Focus Corporate Teambuilding recently led a leadership development workshop series for the Continuing Medical Education Managers at the American Academy of Family Physicians. The trainers facilitated the group through several experiential learning activities designed to increase our openness to change and to enhance our communication as a team. The workshops delivered strong value for the time and resources invested. I would recommend Focus Corporate Teambuilding to any group that wants to enhance their effectiveness as a team.*

-Mindi K. McKenna, PhD, MBA; American Academy of Family Physicians

*I am the CFO at Garney Construction, a very successful, employee owned, nationwide construction company. We came to Wayne with a unique challenge as the majority of our senior leadership team was retiring at the same time. The incoming officers were all seasoned and successful managers, BUT little prior interaction as a group. We were in need of more than just team building, we needed a way to open communications and truly become an effective leadership group. The training helped us understand how we could hold each other accountable while at the same time communicating in very effective ways. The trainer started by helping us understand different forms of communication and how they affect results. He guided us to communicate in a very Open, Honest and Direct way. We learned how different personalities could be used to work together and achieve more. He taught a group of strong leaders, with different approaches, to problem solve together and achieve superior results. We could communicate at a different level after our training. The thousand plus employee owners at Garney owe Wayne and the Focus Team Building Program a debt of gratitude for the way our new leadership team pulled together to achieve great success shared by all of our employees.*

– Jeffrey Lacey, CFO, Garney Construction



CORPORATE TEAM BUILDING

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