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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.

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

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