



We believe that today's leaders require new tools and insights in order to be successful. With the responsibility for success squarely on the shoulders of leadership, adapting style to fit situations and coaching opportunities is a challenge for even the most experienced. Effective teams lead by dynamic leaders is one of the prime resources in today's organizations. Despite the function and objectives of the team the interpersonal dynamics are a critical factor for success.

Whatever the challenge, a leader must understand how s/he perceive and affect their team and circumstances around them; self awareness is the cornerstone to success.

Team Dynamics

A successful business demands a successful team. Unleash your teams' potential while developing strong, inter-personal connections in a learning environment that is safe, supportive and fun!

ASCI utilizes the SCARF model of team dynamics: Status, Certainty, Autonomy, Relatedness and Fairness. The model explores the response styles of individuals in approach-reward vs. avoid-threat in team situations. Each participant will better understand all aspects of team dynamics through this model and their individual TAIS profiles.

Our unique improvisation exercises are designed to highlight the ways that participants react under stress, and then pinpoint how those reactions affect team cohesion and inhibit creativity. Teams will be challenged to take risks, think outside the box and "fail forward" – all while heightening listening skills and communication.

The workshop will concentrate on 4 main areas;

1. Analysis of individual style & attention preferences using proven psychometric tools.
2. Team interaction and dynamics
3. What makes an effective team
4. Communication style, status & performance under pressure.

The benefits to any organization of the workshop will be:

- Increasing the performance of the team
- Set and meet objectives
- Read people and groups more accurately
- Be creative under stress
- Build relationships within the group
- Increase in self awareness, group dynamics, communication and performance.



Each participant will explore:

- Awareness of style and attentional preferences and how they effect live situations.
- How stress inhibits spontaneity and how to overcome it in critical situations.
- Status: What is your body language really saying. How to develop an awareness of this and harness it to your leadership advantage.
- Improvisation techniques that will improve listening, communication skills, and conflict resolution in real time.
- How existing training, knowledge and processes can be accessed under pressure.

Each participant will complete an on-line TAIS (The Attentional and Interpersonal Style inventory) report. TAIS is a 144 item self-report questionnaire that measures twenty different attentional concentration skills, personal and interpersonal attributes. Those specific attentional skills and personality style characteristics can be thought of as the building blocks upon which more complex human behaviors depend – which in turn, affect leadership and performance style. Each participant will then receive a 25+ page detailed report summarizing their attention skills and personality characteristics.

Part one of the workshop is a detailed overview of the report and its value to the individual facilitator and how those attributes affect performance under pressure. This portion is lead by a certified TAIS Psychometrist.

The workshop can be delivered in a ½ or full day format and can accommodate groups from 5 to 30 participants; larger groups can be facilitated through break-out sessions.

Who should attend?

- Executives
- Sales teams, Managers
- Human Capital Professionals
- Facilitators, Learning Professionals
- Anyone in a leadership position
- Anyone dealing with customers
- Teams that need to work together

