



At Anderson Sabourin Consulting Inc. (ASCI) believe that today's leaders require new behavioral tools and insights in order to be successful. Those insights applied to creating and executing strategy

## Team Dynamics

The ASCI Team Dynamics Workshop offers insight to each participant on how their interpersonal dynamics and performance under pressure preferences influence team dynamics. Every team is unique and every individual affects the team differently.

The workshop will concentrate on 4 main areas;

1. Analysis of team and individual style and attention preferences using proven psychometric tools.
  - Communication style, trust, status, performance under pressure tendencies
2. How influence and collaboration affect team success.
  - The SCARF Model, award and avoid.
3. How the team dynamics relate to the challenges faced by the team.
  - Challenges determined during the discovery phase.

In preparation for the workshop participants will be asked to complete an on-line TAIS (The Attentional and Interpersonal Style inventory) questionnaire. TAIS is a 144 item self-report psychometric inventory that measures twenty different attentional concentration skills, personal and interpersonal attributes. The team objectives along with 'challenges' inputs from the participants are evaluated to determine the areas of focus during the workshop. A TAIS group profile is created to ascertain how the content should be delivered. Exercises are developed that focus on the team objectives combined with who they are. Each participant will explore their style and attentional preferences and how they affect the team and the team objectives.

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

The benefits to the organization of the workshop will be:

- Increased team performance.
- A model that can be utilized with internal or external clients.
- Apply team dynamics learning to specific objectives.
- Increase in self awareness, group dynamics, communication and performance under pressure and how they influence teams and other people.



The workshop can be delivered in a one or two 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
- Teams that need to work together

