

Team Building

Using effective communication to build better . . . and more productive relationships – internally and externally



Participate in this powerful one day experience to enhance and expand your communication skills and impact

For Building High Performance Organizations

Leveraging teamwork as a management strategy to achieve organizational results.

Communication Style describes the key behaviours and approaches an individual utilizes when interacting with others. Although most people can demonstrate a wide range of behaviours – depending on with whom they're interacting – we tend to have “patterns” or “styles” that are often visible and audible with others. These communication styles are well defined and produce specific and unique behaviour patterns.

Other people must deal with your actions every day, whether or not they understand why you behave as you do. Your Communication Style sends a message that influences the way that they, in turn, interact with you. And thus, the better you understand these interactions – with colleagues, fellow staff or team members – the greater are your chances of building more effective and productive working relationships.

At the core of the Communications Styles Program is a stimulating and practical one-day workshop which provides you and your colleagues with clear understanding and useful insights into your various Communication Styles. And very importantly, it enables you to more quickly recognize and productively respond to the different Styles of others.



The power of communication – listening and talking effectively – builds relationships and changes results.

Diversity equals intelligence. The more similar group members are to each other, the less likely the group is to be “more than the sum of the parts” – team intelligence and effectiveness then relies on a diversity of styles, views and experiences. When team members understand each others' motivating styles and natural strengths, it leads to more effective communication and problem solving. The Communication Styles Pro.file identifies each team member's approach to interactions and how they can strengthen their working relationships with others.



Building Collective Understanding and Skillfulness to Address:

- Team members who tend not to value the contribution of others on their team.
- Reducing wasted time and energy on miscommunication.
- An environment where employees tend to be hesitant to express opinions or share ideas.
- Staff who don't appear to respect the opinions of their peers.
- Improper role allocation causing some team members to perform poorly because of a lack of motivation to complete assignments effectively, e.g. a relationship-oriented individual assigned too many task focused, analytical activities.

Workshop Objectives

- Understand your own Style and the type of roles and assignments for which you are best suited.
- Value the contribution of others and learn how to adapt your Style to theirs for more effective and productive interactions.
- Develop a list of practical ways in which you will work to adjust your behaviours in relating to specific team members based on a new, clearer understanding of your personal Communication Style.

Seminar Topics

Through interactive learning experiences, self-analysis, small group projects and teamwork activities, you will make important discoveries about your interactions with others in a safe, informal setting:

- Why you struggle with some and find others easy to relate to.
- How you can “make it work” with more people more often.
- What steps you can take that will make a difference the very next day.



Communication *changes* everything

Ultimately . . . you succeed with others if you can communicate effectively.

Workshop Agenda includes:

- Communication Styles – what makes them work and their unique behavioural patterns
- Styles – identifying yours and others – similarities & differences
- What do others want from me – really!?
- Tensions – practical insights in how to resolve – or avoid them
- Demonstrating how to value the contributions of others
- Encouraging more wholesome participation in team actions and decisions
- Learning how to build mutual respect for individual perspectives and objectives



Each participant will receive the following:

- A Communicating For Success Manual for both the workshop and reference thereafter.
- An individualized Communication Style Profile describing their own style and how they can practically demonstrate versatility with all of the styles.
- Full day debrief for team participants (ideally for groups of 10 to 30).