

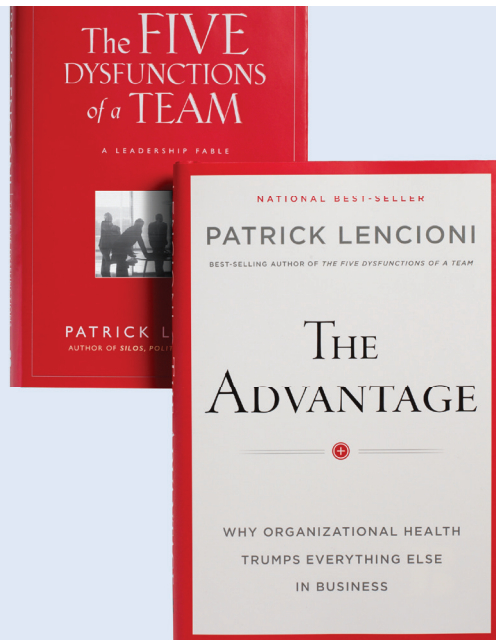
Two-day Leadership TEAM OFF-SITE

Overall Objective:

The purpose of The Table Group Two-day Leadership Team Off-site is to provide the opportunity for a leadership team to assess their organization's overall health, including their team's cohesiveness, and to identify specific actions that will maximize their advantage.

Workshop Overview:

This highly interactive, fast-paced session is designed specifically for leaders and their direct reports. During the off-site, a leadership team will put into practice the concepts outlined in Patrick Lencioni's ground-breaking best-sellers *The Advantage* and *The Five Dysfunctions of a Team*.



Facilitated by a Table Group principal consultant, a leadership team will:

- Gain a thorough understanding of the expectations and challenges in building and maintaining a cohesive team
- Assess and make immediate progress in overcoming their team's potential dysfunction
- Address the effectiveness of the team's meetings and its contribution to the overall success of the group
- Review and validate the organization's direction and ensure alignment exists among the team by addressing the six critical questions required for organizational clarity
- Discuss the implications of appropriate communication and what changes are necessary to ensure alignment throughout the organization
- Identify the roadmap necessary to ensure a successful transition to a healthy organization

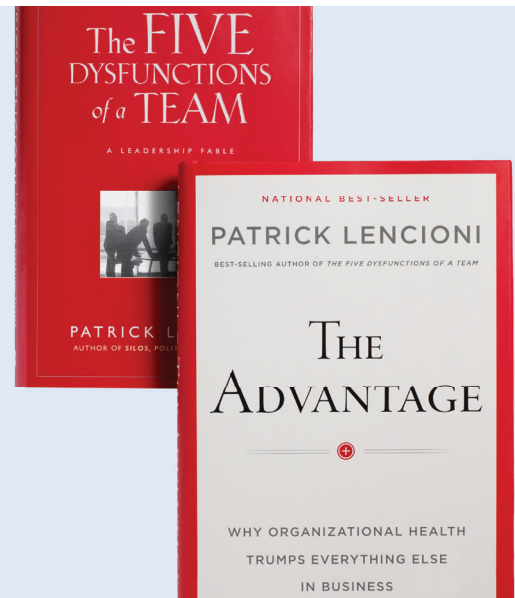


Because team-oriented exercises and activities are embedded in the discussion of business issues, participants never feel as though they are doing a touchy-feely or theoretical exercise.

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Session Details:

The off-site combines lectures, working sessions and discussions that are designed to address all four disciplines required for organizational health. Depending on a team's unique situation and the organization's goals, the following details may be included:



Discipline 1: Build a Cohesive Leadership Team

During the first part of an off-site, teams will begin to learn and apply the five dysfunctions model with a focus on leadership and team dynamics.

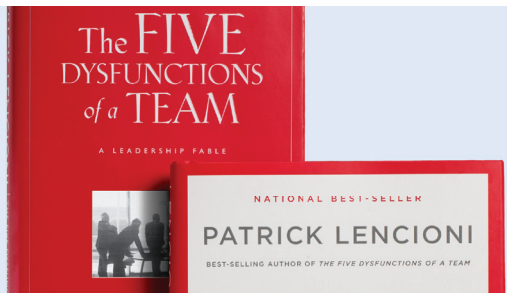
Activities Include:

- A detailed online assessment and discussion of the team's susceptibility to each dysfunction
- An in-depth look at each team member's working style, using the Myers-Briggs Type Indicator, and the implications of those styles on the team's effectiveness
- An exercise to identify an individual's ability to engage in and manage conflict
- A discussion of the centrality of meetings for a team's cohesiveness and the organization's health
- An open-ended discussion regarding the effectiveness of the team and how each individual can continue to contribute positively, as well as what each individual might change to make the team even more cohesive



Outcome: The team will make substantial progress toward becoming more cohesive—improving trust and their ability to engage in unfiltered, productive conflict. This will result in the team ultimately making better, faster decisions and eliminating any lingering politics that may exist. Additionally, the team will resolve any structural challenges that may inhibit the group's ability to work together. Team members will walk away with a clear sense for what they can do differently—both behaviorally and operationally—that will have meaningful impact on the team's ability to succeed.

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Discipline 2: Create Clarity

During this section of the off-site, the team will collectively clarify its answers to the six critical questions required for organizational clarity.

The following areas will be discussed:

- **Why do we exist?** The organization's core purpose.
- **How do we behave?** The limits of diversity that can exist within the organization—the core values that all employees must share to thrive.
- **What do we do?** A simple statement that defines the organization's business.
- **How will we succeed?** The anchors that define the strategy of the organization.
- **What is most important, right now?** The organization's rallying cry and over-arching objectives that are shared across the leadership team.
- **Who must do what?** The role of each leader in achieving those objectives.

Outcome: The leadership team will achieve a consistent understanding of the answers to the above questions and how to use those answers to drive critical decisions and manage the organization. Additionally, the team will recognize where, throughout the organization, these expectations may not be clear. For those teams where these questions have already been answered, this section will validate the team's understanding. Ultimately, the team's answers to these six questions will ensure alignment and minimal silos exist throughout the organization.

Discipline 3: Overcommunicate Clarity

As part of this section, we will focus on embedding organizational clarity, as outlined in Discipline 2, by discussing the importance of cascading communication and how to put it into action within the team.

Outcome: The leadership team will have a high-level understanding of how they might need to alter their current approach to internal communication to elicit greater productivity from their employee base. Additionally, it will reinforce the importance of consistent, simple and repetitive communication about key decisions.

Discipline 4: Reinforce Clarity

During this segment, we will begin to discuss the importance of reinforcing the answers to the six critical questions, as outlined in Discipline 2, by implementing basic human systems and processes—such as hiring, managing performance and rewards and recognition.

Outcome: This initial dialogue will begin to reinforce the importance of creating clarity and consistency in the way in which the organization interviews, hires and manages performance to ensure fit with the values, strategy and goals. The team will leave with a sense of the next steps required to fully implement the clarity answers successfully.