

Strategic Team Alignment Program

Leverage the 14 factors needed to inspire and lead high-performing, self-directed, creative and adaptable teams

This program is designed for your team, if:

- Your organization is experiencing a transformational change, such as a merger, downsizing, reorganization or outsourcing initiative
- Tension or miscommunication amongst team members is holding your team back
- You want to inspire your team to conquer new challenges
- Self-directed attitudes and behaviors are critical success factors

We'll help you take the guesswork out of leadership

Leaders are responsible for creating conditions that encourage a team to succeed and deliver results. Often, new strategic initiatives—created to improve the bottom line—are met with fear and resistance. The normal, unassisted perspective is a fear of the unknown. It is very difficult for leaders within an organization to step back, look at the situation impartially and see how to move team members out of fear and into action.

Leading Visions, Inc. helps the leadership team and employees learn to align themselves more closely with objective reality and see changes in strategy as an opportunity to grow, rather than as a problem to be coped with.

We utilize a strengths-based coaching approach and tools to replace guesswork with data. We will work with you to analyze the current climate and create a plan to help you reach your desired outcomes.

Overview

Leading Visions, Inc. helps corporate leaders accelerate and facilitate necessary changes in team member mindsets. Another way of saying this is that we are good at “preparing the soil” of the organizational culture so that the “seeds” of the business strategy can have a legitimate chance to take root in the hearts and minds of the people who actually do the work. When this happens, the execution of the business strategy becomes a given—goals are met and often exceeded. We help create more positivity in the workplace, which leads to more productivity.

Our work with teams has resulted in 10-30% improvement in team performance within 6-9 months.



“I didn’t think it was possible, but 10 years of distrust, cynicism and anger shifted to a desire for change, community and trust in 4 hours.”

—Director, Manufacturing

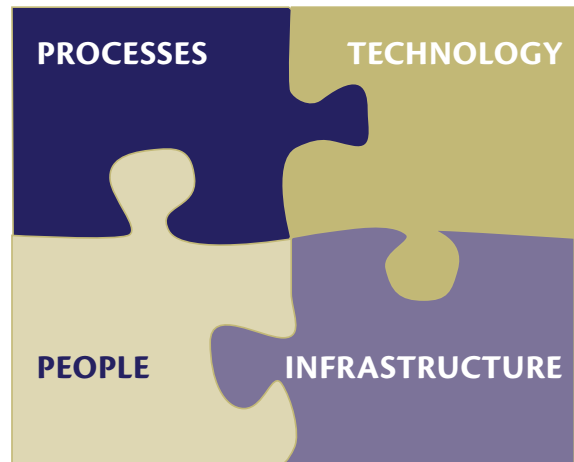
Approach

We deliberately focus on engagement first—focusing team energy on working relationships and developing self-directed behavior. We then inspire the team to rise to the challenges that are a natural part of transition. This allows team members the opportunity to reestablish relationships and trust before they get to work rebuilding the department. In our experience, most executives are quite competent at creating strategies and implementation plans; but may not have the skill set (or impartial view) to implement the culture transformation necessary to execute their strategies. Thus, we focus on transforming the culture within the team environment so the business leaders can focus on executing the strategy and creating results.

Successful transformations (be it a downsizing, reorganization, system change or outsourcing initiative) address performance strategically and include all perspectives (people, process, technology and infrastructure).

Using a strengths-based coaching approach, Leading Visions, Inc. brings expertise, tools, experiential learning and compassion to create a safe, open environment for strategic alignment work such as:

- **Integration:** How do we leverage people, process and technology to deliver high quality results with less stress?
- **Culture Change:** How do we intentionally create a creative, outcome-based culture (play to win) vs. defaulting to a reactive-problem (playing not to lose)? How do we shift the collective mindset about what is possible to accomplish?
- **Team Chartering:** What are our mission, vision, values, goals and agreements? How do we increase individual accountability to create a high-performing team?
- **Communication:** How can we communicate more openly, completely, pro-actively and effectively in service to team goals?
- **Emotional, Social and Team Intelligence:** How can we leverage interpersonal, intrapersonal and team system awareness to accelerate results delivery?
- **Constructive Interaction:** How do we best communicate and provide feedback (internally and externally) especially when things get tough?
- **Decision Making Practices:** How do we cultivate effective decision making? What are key decision points and who has what level of accountability for each decision? What are decision making types, styles and preferences?
- **Transition Management:** What do we need to know about transition? How do we help each other deal effectively with all the changes that have happened and those that are sure to come?
- **Vendor Collaboration:** How do we optimize our relationship, agreements and work flow?



- **Change Management/Workflow:** What are the new workflows and procedures and change management practices?
- **Role Clarity:** Who does what and why?
- **Customer Service:** Who are our customers and how can we provide the best service in our new structure?
- **Best Practices:** What are they and how do we migrate?
- **Quality Control/Improvement:** How can we optimize or leverage our standardize improvement methods (Agile, Lean, Six Sigma, BPI, etc.)? How do we create a more courageous continuous improvement attitude?

Tools

We work with these assessment tools. All are based on the team's perspective of what is going on (vs. a leader or consultant):

- **Team Diagnostic Assessment:** Measures 14 team competencies or success factors necessary for high-performance. Accelerates the work and conversations that need to and want to happen.
- **Leadership Culture Survey:** Measures the current team culture (how they are) and desired team culture (how they want to be). Increases understanding of the degree to which the team "Plays Not to Lose" (protects, complies or control) and "Plays to Win" (relating, self-awareness, authenticity, systems awareness, achieving)
- **DISC Assessment:** Measures behavioral preferences (strengths) in 4 categories- Direct/Dominant, Influence/Expressive, Steady/Amiable and Correct/Conscientious. Helps improve communication, decision making and feedback and understanding.
- **Team Leader View™ Assessment:** Examines 14 research-verified qualities necessary for effective leadership and achieving team results. Creates a rich territory for exploration and sets the foundation for action step development.

Service Packages

STRATEGIC ALIGNMENT PROGRAM

with Team Diagnostic Assessment and DISC

- 1:1 Interviews with Key Players
- Team Diagnostic Assessment (TDA) with 5 customized open-ended questions deployed to individuals assessing team
- DISC Assessment deployed to individuals assessing self
- 2-day Experiential Team Workshop (meets offsite in designated teams)
- 6-months follow-on coaching, consulting, process work and skill building with designated teams
- 6-months follow-on leadership coaching for key leaders
- Redeploy TDA with 1 day debrief, action planning session for designated teams

PLAY TO WIN PROGRAM

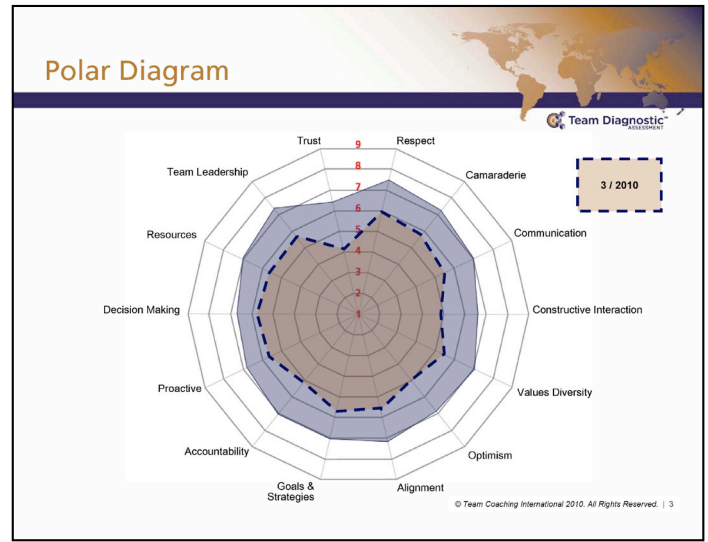
with Leadership Culture Survey

- 1:1 Interviews
- Leadership Culture Survey
- 2-day "Play to Win" Culture Change Workshop (meets offsite)
- 6-months follow-on coaching, consulting, process work and skill building with designated teams
- 6-months follow-on leadership coaching for key leaders

LEADERSHIP COACHING

with Team Leader View™ Assessment

- Team Leader View deployed
- Customized Team Leader View Assessment report via email
- (1) 90-minute debrief and analysis of your report with a certified leadership coach
- 6-months follow-on leadership coaching to keep you accountable and guide you through organizational issues that arise as you implement your leadership action plan



Sample diagram from a Team Diagnostic Assessment report

Results

Our work with teams has resulted in 10-30% improvement in team performance within 6-9 months.

"We are 'at the table' for strategic initiatives, which has improved our customer service to employees and reduced re-work between departments."

—Vice President H.R., Retail

"Our managers are starting to treat each other differently and setting an example for their own teams."

—Vice President, IT Hospital System

"Once our team implemented the recommendations from the Team Diagnostic, we were able target the team in a direction to quickly obtain the results we needed to implement our ERP strategy."

—CIO, Manufacturing Company

"I got 10 hours/week back because my team is solving its own problems and resolving conflict without my intervention. We are no longer just a 'meeting' but a collaborative leadership team."

— Sr. Manager, Healthcare Organization

About Leading Visions, Inc.

Leading Visions, Inc. was created out of the vision and dream of president and founder, Kristie Bavaro. With over 15 years of experience in human resources and sales in Fortune 500 companies, she realized that organizations and the people within them need tools and coaching to achieve the top of their potential. She learned that people are often seen as the problem, rather than the asset and resource they can be. Through coaching and leadership programs, she envisioned a company that would assist organizations and individuals identify and develop their greatest potential. Her dream has been achieved through the success of Leading Visions.

Leading Visions has led Fortune 500 companies, small businesses, and individuals to greater success for over 10 years. Building on the foundation and talent of the organization, Leading Visions guides leaders to a new view of the future with new tools and skills to create winning solutions.

PARTIAL CLIENT LIST

Abbott, Alcan, Centura Health, Johns Manville, Johnson & Johnson, Mercer, Norgren, Pactiv, Pfizer, Takeda, Tellabs, United Airlines, Waste Management

KRISTIE BAVARO, MBA, CPCC

Kristie is a Professional Certified Coach who specializes in career and leadership development. She has an MBA with a concentration in Human Resources as well as 15 years of experience in Fortune 500 companies. Her extensive background in the corporate world gives her a realistic grounding in the opportunities, challenges and politics that abound in large companies. Her experience working with both executives and employees gives her an understanding of the issues, obstacles, and culture in the corporate world. Kristie's passion is working with corporate leaders, managers, and individual contributors—empowering them with the tools, knowledge, skills and confidence needed to enhance their value to the company and deliver improved operational, organizational and financial results.



SHAWN SNELGROVE, TCC

Since 1989, Shawn Snelgrove has worked as a coach, facilitator and consultant to inspire innovative solutions for business challenges. With expertise in cultivating team performance, leading team systems and guiding career transition, Shawn delights in helping leaders and teams apply their innate wisdom to deliver results that matter with less stress. She has coached hundreds of leaders (at all levels) and teams (in all functional areas including IT, HR, Finance, Operations and Marketing) to achieve excellence, implement change, confront challenges, leverage team intelligence, grow profit and enhance well-being. Her work with team systems has resulted in a 10 percent to 30 percent improvement in productivity and engagement.



About “Playing to Win”

Our primary purpose is to help our clients execute their business strategies in order to achieve business results. We do this by enhancing the efficiency, effectiveness and productivity of your teams and by focusing on the cornerstones of high performing groups: trust, honest communication, and a shared vision. These attributes assist individual employees in gaining the necessary skills to be a more successful member of a team. An important thread running through this is the concept of “Playing to Win.”

“Playing to Win” (a creative-outcome based approach) is a core belief that influences how we think, our attitudes, how we respond to events and ultimately the results we achieve. It means doing things differently as a result of seeing things differently. “Playing to Win” requires more than tinkering with the details of how we think. It requires a basic shift in our mind-set, of how we see the world. When we “Play to Win”, we are consciously and deliberately using a strategy based on intentional choices. We let go of the security of the past to reach for the opportunities of the future.

On the other hand, when we “Play Not to Lose” (a reactive-problem based approach), we are using a defensive strategy based in the past. We try to maintain the security and comfort of what we are used to (what was) by avoiding what we fear may happen in the future (what might be). One of the core beliefs of Playing Not to Lose is that things are done to us and we have no choice but to react. We believe deeply that the way things are is the way they will always be and we are helpless to do much about it.

A deficit in emotional intelligence or in the skills needed to deal with change can stop us from seeing things from different perspectives. It can be difficult to confront and overcome the fears we face when being asked to work with changes, such as: the implementation of a new strategy, the shift from other-directed to self-directed, and the transition from silos to true collaboration. These situations demand change and doing things differently. Change can be seen as an opportunity for everyone and/or it can be seen as a threat to all concerned. It all depends on a point of view—and the normal unassisted perspective is an irrational fear of the unknown. We assist the leadership team and employees to align themselves more closely with objective reality and see the changes in strategy as an opportunity to grow, rather than as a problem to be coped with. Ambiguity is then embraced. Agility and innovation are the result.