

Building a Cohesive Leadership Team

Laying the foundation for teams and the organization to be healthy and high-performing.



A critical component of thriving organizations.

The health of your organization is the greatest advantage you possess.

Well-known author and leadership consultant, Patrick Lencioni, believes that the single greatest advantage any company can achieve is organizational health. An organization is considered to be healthy when it is “whole, consistent, and complete when its management, operations, strategy, and culture fit together and make sense. You know you have it when you have minimal politics and confusion, high degrees of morale and productivity, and very low turnover among good employees.”



Creating a healthy organization begins by building cohesive leadership teams.

Creating a healthy organization requires attention and rigor; it starts first and foremost with building a cohesive leadership team. An organization simply cannot be healthy if the people who are chartered with running it are not behaviorally cohesive and are not creating psychologically safe environments for those within their span of care - moving from what Brené Brown calls ‘armored leadership’ to ‘daring leadership’. This program is designed to facilitate the process for leadership teams to become more cohesive, embrace daring leadership, and lay the foundation for their teams and the organization to be healthy and high performing.

When you actively build trust and improve the cohesiveness of your leadership teams, you are equipped to effectively lead your organization to a successful future.

Outcomes

- Improve self-awareness
- Increase psychological safety & trust
- Improve team communication & conflict resolution
- Enhance decision-making
- Identify and overcome Immunity to Change to make progress on key goals
- Foster greater alignment with and lead in service to the organization's purpose

Session Descriptions

SESSION 1 **Building the Foundation for Becoming a Cohesive Team**

Session 1 sets the stage for rethinking leadership and what it takes to be future-ready. The leadership team will assess its current level of trust and effectiveness and then begin work central to improving team cohesion.

SESSION 2 **Recognizing & Upgrading Our Inner Narrative**

Session 2 invites leaders to examine the critical role their inner narrative plays in being effective and move from a place of self-protection and scarcity to self-reflection, courage and collaboration.

SESSION 3 **Understanding the Thinking Behind Our Choices**

Session 3 leverages the Judgment Index(TM) assessment to understand patterns of thinking that guide choices so team members can leverage their strengths and manage frustrations.

SESSION 3a **Understanding & Managing Our Reputation to Have Maximum Impact (*Optional)**

This session is for teams who want more in-depth work and leverages the Hogan assessment to measure reputation and behaviors that can derail leaders from having the impact they desire.

SESSION 4 **Improving Team Dynamics via Daring Leadership**

Session 4 focuses on moving from armored leadership to daring leadership and how to leverage an Outward Mindset to make better choices.

SESSION 5 **Reframing Conflict & Leveraging it to Strengthen Relationships**

Session 5 leverages the value of Radical Candor and helps reframe conflict as a productive call to creativity so that two parties can both have their needs met.

SESSION 6 **Creating Clarity & Committing to Our Guiding Principles of Leadership**

Session 6 asks people to create clarity and non-negotiables for their leadership team and determine key action steps and priorities for leading into a sustainable future.

SESSION 7 **Engaging Our Teams to Live Our WHY**

Session 7 provides a framework for how leaders can thoughtfully identify gaps and engage their team to live the organization's WHY.

SESSION 8 **Regroup Session (3-4 months after session 6)**

Session 8, where we regroup after 3-4 months, will be an opportunity for touching base with the team on what is going well, what they're learning, and where they're struggling to apply the principles of the program.

This program is designed to be most effective when conducted in parallel with our *Developing a Leadership Mindset* program so a common language and way of being can be operationalized throughout your organization.



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Program Overview

- Delivered to leadership teams via interactive workshops (2-8 hours in length)
- Workshops are conducted at 3-4 week intervals
- Each workshop builds on a previous session
- Each leader will also have between 4 and 10 individual 60-minute coaching sessions (depending on scope of program)
- Practical application exercises between sessions to enhance development
- Post-program reinforcement communication, manager's summary and checklist to foster sustainability
- Customized to your group needs

Learn more about building your cohesive leadership team and the impact it can have. Call us today at 877-373-6850 or visit: SalveoPartners.com