

AN IN-DEPTH SEVEN-DAY SEMINAR



Leading Highly Effective Teams

ADIZES INTEGRATORS TRAINING

This seven-day, in-depth seminar

provides detailed skills and techniques on how the Adizes Symbergetic™ Methodology can be applied to the decision making process.

As organizations succeed, work grows in scope and complexity. This calls for leaders who understand how individual problems interrelate with other problems and opportunities within an organization, and how to solve them holistically. This workshop is specifically designed to address the process of managing collaborative teams where mutual trust, respect, and the ability to constructively harness conflict are the norm. Many of the concepts can also be applied to individual decision-making and communication.

Concepts to be examined include:

- 1.** How to differentiate between the causes, symptoms and manifestations of a problem and develop the correct strategy for addressing them in order to solve the problem holistically.
- 2.** How to identify which decisions should be made by an individual and which decisions should be made by a team.
- 3.** How to identify who needs to be involved in a problem solving team in order to assure effective implementation.
- 4.** How to identify different sources of conflict in a problem solving team as they come up, and how to make the sources of conflict constructive.
- 5.** How to integrate a team through the decision making process, so that all members are excited about and support the solution.
- 6.** How to allow for participative management without undermining management's authority.

Who should attend this seminar...



This workshop is especially valuable for key executives, corporate leaders, and individuals seeking insight into how to successfully manage change in the public, private, and governmental sectors. Participants aim to be change leaders who seek unifying constructs that can influence their organizations, communities, and individual lives in positive ways.

For more information on this seminar call +1.805 565.2901 or visit www.adizes.com

Leading Highly Effective Teams Synergetically

utilizes lectures, videos, group discussion, and team decision-making simulations to facilitate learning. Participants are encouraged to bring a list of problems and opportunities from their real lives so that the tools, skills and techniques are applied to real-world situations, and can be illustrated in a way that is directly meaningful to participants.

The seminar is very intense and provides an enormous amount of useful and insightful information that is readily applicable upon completion of the workshop. It is very important for participants to be fully available for the entire duration of the seminar. Homework will be given and participants are expected to study beyond the time limits of seminar sessions.

PREREQUISITE: Participants must have attended a previous seminar on Adizes Theory, and be able to demonstrate their knowledge by passing exams on “The Roles and Styles of Management” and “Mastering Change.”

For more information on a
Leading Highly Effective Teams
 Seminar near you:
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What Previous Participants Have to Say...

“ This seminar gave me a very detailed road map for running problem solving teams. After going through this program I understand why the Adizes Methodology is lauded as one of the top in the world. I was given tools and a process that, when followed, makes guiding even a highly combative group to agreement without destructive conflict almost automatic. An excellent program that is a must for anyone interested in driving teams to higher and more innovative performance. Implementing this in your organization can be a real competitive advantage.”

—GREG MATHERS
Riga Business School, Accel Performance Consulting

“ This is a ‘how to’ seminar that you will not want to miss if you are looking for effective ways to apply the Adizes methodology.”

—BARRY BOWATER
Advisor to the President, Trinity Western University

“ The material is incredibly powerful and useful. It’s been great seeing it grab traction in the organization I’m currently working with.”

—DAVE PRAY
Internal Change Leader, Bailey & Glasser LLP

“ This seminar provided me with the unique insights on how to simplify the complexity of management. The skills cultivated during the training were practical and applicable to support the areas of growth and change in my organization, while creating an environment of collaboration and cooperation. My ability to lead improved dramatically. Most important for me was being able to use my newly acquired skills immediately within my company. You should not miss an opportunity to attend this seminar.”

—JEREMY L. ROTE
Vice President of Finance, National Steak & Poultry

“ I have never seen any improvement methodology that is so well integrated and so comprehensive. It really offers an integral solution to any organizations problems and opportunities.”

—MIGUEL ALMAGUAR
HR Director, Frisa Industries