

THE TRUTH BEHIND "HIGH PERFORMANCE TEAMS"

Who will benefit: Senior Leadership, Managers, Teams, EVERYONE!

The Ultimate Human Dilemma

The source of the symptoms we struggle with on a daily basis. The reason history repeats itself and why companies become stagnant and struggle to innovate.

The Brain Hardware Functions

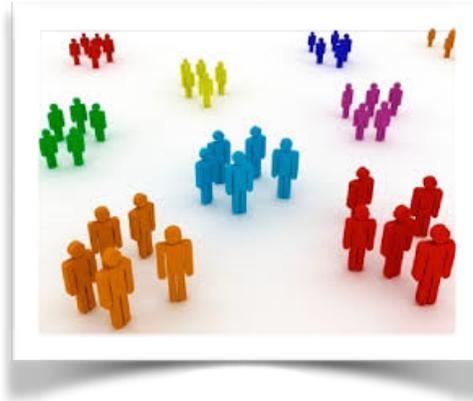
Sensing = "Interpolators"
"Things need to make sense to me."

Intuitive - "Extrapolators"
"I make sense out of things."

The Brain Software Functions

Thinking = "I base my decisions and opinions on the facts at hand and the logical and rational examination of it all."

Feeling = "I base by decisions and opinions on how it will affect those involved directly and indirectly above all else."



Why is "Team Chemistry" so hard to build and maintain?

Most of us have either been on, or worked with a *High Performance Team*. The magical coming together of like minds that effortlessly get great things done while spending minimal time in meetings, and have no obvious person "managing" them. Whereas teams on the other end of the spectrum spend an exorbitant amount of time in conference rooms hashing things out and trying to align and delegate tasks. The majority of teams fall in the middle of the bell curve and do respectable jobs overall in achieving their goals. So what is it about the "chemistry" of teams that we are missing to make all of them *High Performance Teams*?

The answer to this question is not just right in front of us, it is within and all around us. It is the trees that block





The 6 Factors of Ultimate Potential:

the missing yardstick of humanity

The Ultimate Potential (referred to as the letters 'U' and 'P') contains 6 simple to use ways to judge someone, such recruitment or lateral/upward role changes, and picking team leaders for critical projects.

- **UP-1: Age**
- **UP-2: Experience & Maturity**
- **UP-3: Conditions & Circumstances**
- **UP-4: Synapses & Supporters**
- **UP-5: The 3H's or JC'd?**
- **UP-6: Reading Functions**

Within each of these is a simple to use way to qualitatively and quantitatively assess someone's overall "UP." It will also determine who has reached the level of having developed "functions ambidexterity" and why these are your most valuable "team-able" players, because they can "Synapse" with and can get on the same page with a wider range of people and personality types.

our ability to see the forest. It begins with our lack of understanding a simple and fundamental thing about our own brain versus those around us. It explains why for some we can read each other's thoughts and others we don't believe we could ever be on the same page. It is the source of the frictions and frustrations in our lives as well as the explanation for how great things have happened throughout history.

Over the last fifty years, during our transition into the Information Age and the Age of the Knowledge Worker, we have relied on teams and the chemistry of their success more than ever. The same differences in "brain language" and the "missing yardstick of humanity" have exponentially increased the challenges for teams. Yet, we continue to find ourselves only able to see the symptoms it causes, and not the source of them.

"The problem with chasing solutions for the symptoms of a problem is it makes them worse or creates new symptoms."

Once I give you the lens to see the real reasons we don't always build teams like we engineer high performance machines, you will never be able to "un-see" it. You will begin to understand why there are some days so exhausting that you cannot wait to go to bed, and then exhilarating days you don't think you can go to sleep. You will be able to see the "missing of the mark" in the books and articles you read and in the presentations you hear. The next time you see a headline that says something like "*The 7 Things CEO's Should Do More Often*" or, "*13 Ways Teams Can Be More Effective*," you will be anxious to see if you agree with the author's views. What you will often realize is there is nothing incorrect per se, but rather flawed in the framing of the rationale for why. The "why" cannot be another spin on symptoms.

Always ask yourself, "is this a symptom or a cause of symptoms?"

From my 2-day seminar and workshop you will learn what these lenses are and how to use them in both your professional and personal life. You will get to see them in action in a variety of ways, including group activities. During day 2 you will learn how to apply them both internally to the organization and externally with customers, vendors and partners. The workshop will conclude with showing you the final missing piece that would allow a company to make the transformation from being an organization to operating like a living, breathing *organism*.

Understanding The Chemistry of Teams:

The Ultimate Human Dilemma (Day 1) and the Ultimate Human Solution (Day 2)

Ultimate Human Dilemma - Day 1:

- 8:00-8:30: **Introduction and background: What happened that started an almost 20 year passion to understand what nobody else could see**
- 8:30-9:00: **Why am I doing this and why should you care?**
- What you will learn, and why it will help you and your company
 - The Iceberg
- 9:00-10:00: **Introduction to MBTI and why it is misused & misunderstood**
- The source of the symptoms
 - The frictions between the functions
 - Carl Jung - Briggs & Myers - Neuroscience
 - Statistics of functions
- 10:00-10:15: Break
- 10:15-12:00: **The external conditions & circumstances making it worse**
- Team activity
- 12:00-12:45: Lunch
- 12:45-2:15: **Introduction to Synapsing**
- Team activity #1
 - Team activity #2
- 2:15-2:30: Break
- 2:30-5:00: **Introduction to the missing yardstick of humanity**
- Your Ultimate Potential
 - UP Factors
 - UP-1 - Age
 - UP-2 - Experience & Maturity - deep dive, team activity
 - UP-3 - Conditions & Circumstances
 - UP-4 - Synapses & Supporters
 - UP-5 - deep dive, team activity
 - UP-6 - an introduction to Reading Functions



Ultimate Human Solution - Day 2:

- 8:00-8:45: **Review Reading Functions**
- Team activity
- 8:45-10:15: **Applying the lenses to your job**
- Internal - teams, team building, team efficiency and synapsing to reduce stress, meetings & disconnects, improving team effectiveness
 - Internal - leadership & management - building teams, understanding your prison space, compensation for functions weaknesses, fostering synapsing, new ways to interview/recruit, the humility chart and the dangers of collective ignorance
- 10:15-10:30: Break
- 10:30-12:00: **The Innovation Process**
- product & process innovation - the right functions in the right roles, pros & cons, avoiding the need for the picture on the puzzle box, the Humility Chart
- 12:00-1:00: Lunch
- 1:00-3:00: **Applying the lens to your Company - The Bacon Rules of Business**
- BR1 - Serve the customer in your existing markets
 - BR2 - Grow customers in existing/familiar markets
 - BR3 - Grow sales in new markets with new customers
 - The Bacon Quality Test - a simple way to assess the health of your customers and prospects
- 3:00-3:15: Break
- 3:15-5:00: **How to transition from individual/company to organization to living, breathing Organism**
- The missing capability that separates organizations from functioning like organisms



From this 2-day seminar and workshop you will learn more about yourself than you could ever imagine. You will see how differences, even frictions, between people can be remedied, if not avoided completely. Company leaders will see new ways to rethink recruitment, building and leading teams, improving the sales and innovation process, and much, MUCH MORE.

Sincerely,

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