



## LEADERSHIP SKILLS

# TEAM LEADER GAUNTLET

Develop leadership skills for managers and supervisors with pragmatic content, discussions, and activities.

### Overview

Being a leader is all about leading teams. In this fun but informative leadership development program, both current and future team leaders get a foundational understanding of what a team needs in order to be successful, and important insights into their personal leadership skills and style. A series of content modules, activities and discussions help each participant craft their own action plan for enhancing their leadership skills.

### Goals

- ✓ Understand the difference between leadership and management.
- ✓ Network with other leaders and gain their feedback and insights.
- ✓ Discover personal leadership style and strengths.
- ✓ Develop an on-going team improvement system.

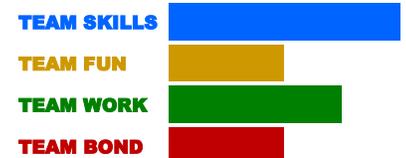
### Rates

Download rate info here: [www.AtlantaChallenge.com/downloads](http://www.AtlantaChallenge.com/downloads)

*"On behalf of the entire management team, thank you for providing us with an informative but fun day." ~ PPG Industries*

### Details

#### Program content:



#### Length:

4 hours +/-

#### Activity:

Light

#### Location:

Indoors

#### Group size:

5-200 people

#### Includes:

Complete facilitation, participant handouts, project supplies and event photos.





# TEAM LEADER GAUNTLET

## Agenda & Activities

**Welcome & Warm-Ups** (5-10 minutes) Atlanta Challenge staff welcome the group and set expectations for the leadership development program. We then lead some fun warm-up activities that get the group moving and ready to fully participate.

**Intro Challenge** (15-30 minutes) We jump right into the program with a thought provoking activity that requires ideas and input from the entire group to solve. This gets everyone engaged and thinking about what they want to get out of the program.

**Leadership Styles Matrix** (30-45 minutes) There's no one right way to be a team leader. This interactive project gives participants a clearer understanding of their primary thinking and management style, and how the different styles may impact the people they lead.

**Leadership 360 Challenges** (60-90 minutes) These hands-on leadership activities require brainstorming, collaboration, planning, and creative problem solving. Activities are selected to help participants identify and utilize different leadership strategies. After each challenge, the designated leader receives a 360 review of their leadership skills from the team. By the end of this segment, all participants will have led their group at least once.

**Synchronicity** Each team must design and build a "product layout" - but it must match every other team's layout. The leaders of each team must network with the other leaders to ensure consistency, while directing their individual teams to create matching designs while having different resources.

**Product Transport** Each team has materials that belong in another team's location. All teams must rearrange the products to ensure that everything is in the right place at the right time. Team leaders will need to coordinate their team's movements with the other team leaders to ensure safe and efficient transitions, and communicate the plan effectively to their own teams.

**Design Elements** Each team leader is given an assortment of materials and some design parameters for a project that their team must build. To be successful, their project must also align with the projects designed and built by the other teams. Leaders must manage their team while networking with the other leaders.

**Teamwork Compass®** (20-30 minutes) We review the *Teamwork Compass®*, giving leaders a framework for developing and maintaining a successful team. This simple but powerful tool keeps leaders focused and teams motivated because it covers all of the essentials, not just the preferences of the leader's personality.

**Closing Debrief & Wrap-up Activity** (5-10 minutes) The group acknowledges accomplishments of the day and discusses how to incorporate the lessons after the program.



# THINKING-STYLES DETAILS



**Overview** – The Thinking Styles Challenge is a fun, interactive way for teams to work together, gain insights into their own thinking styles and strengths, and better understand how different people can work together for maximum effectiveness.

**The Instructional Game** - The first step is an interactive card game where participants trade “most descriptive” adjectives on playing cards to better understand the whole-brain theory and how it applies to team interaction. This is a fun introduction to the model, and a way for participants to get to know themselves and their team mates better.

**Learning Module** - A short walk-through of the Brain Dominance Theory and content is presented to the group. Team members will better understand the 4 major processing areas of the brain and how they effect communication, creativity, brainstorming, problem solving and team success.

**Application Phase** - The final segment deals with practical applications of the whole brain model and how each individual’s contributions are essential to a successful team. The content is based on the focus of the program (teamwork, goals, change, etc.) and the specific needs of your group. Available topics include:

- ◆ Using Whole Brain Strategic Planning.
- ◆ Understanding the listener’s needs.
- ◆ Maximizing communication.
- ◆ Minimizing misunderstandings.
- ◆ Appreciating all thinking styles.
- ◆ Understanding leadership styles.
- ◆ Improving sales & customer service.
- ◆ Dealing with and managing change.

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|---|--|
| <p><b>Return On Investment</b></p> <ul style="list-style-type: none"><li>• Increased revenue (3 new clients, \$100 Million)</li><li>• Reduction of tech support call time over two months (27% and 39%)</li></ul>   | <p><b>Return On Innovation</b></p> <ul style="list-style-type: none"><li>• Successful realization of CEO’s new vision</li><li>• Invention of new power system in 12 weeks</li></ul>  |
| <p><b>Return On Initiative</b></p> <ul style="list-style-type: none"><li>• Improved efficiency thru alignment between sales managers and purchasing managers</li><li>• Safety record and results improved</li></ul> | <p><b>Return On Interaction</b></p> <ul style="list-style-type: none"><li>• Improved staff climate, personnel development and communication effectiveness</li><li>• Improved team performance -team become “model” in division</li></ul> |

# ENHANCE YOUR LEADERSHIP WORKSHOP

These add-on support options for Leadership Profiles, Team Leader Gauntlet, will help maximize the impact of your event for long term success.



## Personal Strengths Profiles

Each participant receives a comprehensive personal thinking styles profile, giving them valuable information about how they communicate, learn, handle stress and more. As a team, they will learn how to combine their unique strengths to brainstorm, solve problems, and implement decisions more effectively than ever. Delivered in a fun hands-on way to ensure engagement and retention. Add to any workshop.

*\$125 per person*



## 90-Day Leader Coaching

The 90-Day team coaching follow-up is a combination of three 45-minute monthly virtual follow up sessions, weekly team surveys and progress reports, and additional support materials as needed. This multi-faceted approach spread out over regular intervals helps the team stay focused on what is most important, improve in critical areas, and increase the team's productivity and satisfaction.

*\$950 per team*



## Leadership Quest

In this 90-minute session, participants work through a series of hands-on teamwork activities to reinforce the key concepts covered in the original program, and measure their progress as a team.

| Size | <12   | 12+  | 35+  | 50+  | 75+  | 115+ | 160+ | 225+ |
|------|-------|------|------|------|------|------|------|------|
| Rate | \$600 | \$50 | \$46 | \$42 | \$37 | \$32 | \$27 | \$22 |



# ABOUT THE WHOLE-BRAIN PERSONAL PROFILES



## Individual Thinking Styles Profiles

**HBDI** - The Herrmann Brain Dominance Instrument™ is the world's leading thinking style assessment tool. It identifies your preferred approach to emotional, analytical, structural, and strategic thinking.

**How it works:** The HBDI™ is a 120-question online diagnostic survey. Your answers indicate your thinking style preferences. Because it is a self-analysis, most people immediately recognize their results as accurate.

**What you get from this:** Your personal thinking preferences influence your communication, decision-making, problem solving, and management styles. Understanding your thinking style preferences gives you a new perspective of yourself and others you interact with everyday.

### **Each personal HBDI package includes:**

- A full color profile packet.
- Accompanying materials that explain your profile in detail.
- A discussion of the implications that your profile has on you personally and professionally.

**Not just another assessment tool!** Over thirty-five years of research and innovation stand behind the validity of the HBDI™. It has been the subject of independent validations, dissertations, scientific papers and case studies. HBDI™ picks up where other assessment tools leave off.

*\$125 per person*

## Team Thinking Styles Profile

A profile of the entire team is built from a composite of all the individual profiles. This in-depth team profile and analysis provides powerful input to the team leader while maintaining confidentiality.

**Team Profile Includes:** Visual and informational displays of how the team thinks, processes information and prefers to work. Instantly impactful, the result of this package is a powerful catalyst for discussion and in-depth understanding of team effectiveness, as well as the basis for improving communication and performance.

- Color data displays.
- In depth data analysis of your team.
- Views of members' similarities.
- Team strengths index.
- Potential points of conflict.

*\$350 per team*

