



## **Results-Oriented Workshops at Your Location**

Half- & full-day team building programs to boost your team effectiveness through positive relationships



***America's Most Respected  
Team Development  
Programs***

*from*





*Easy & Enjoyable*

## Workshops for More Effective Teams

**TSOD Team Building Programs strengthen professional relationships**, benefiting any type of work team, at any level of any organization.

You'll explore how teams naturally communicate (or fail to communicate), make decisions (or fail to do so), and form relationships (or not).

**You'll gain essential insights that benefit your team by:**

- **Improving Communication** through an interactive demonstration of the different ways in which your team members send and receive information,
- **Reducing Conflict**, as your team learns to recognize and downplay unnecessary clashes between dissimilar personality types,
- **Strengthening Management Effectiveness** through an awareness of the personal needs and professional preferences within your team,
- **Decreasing Stress**, as your team gains the agility to sidestep anxiety-generating and time-consuming interpersonal issues, and
- **Boosting Morale and Camaraderie**, through a lively and entertaining workshop that provides lasting results for your team.

## Proven Results, Guaranteed Reliability

**You'll benefit from TSOD's most popular workshop... a program enjoyed by ExxonMobil, The U.S. Air Force, Verizon Communications, The U.S. Department of Justice, and more than 100 other team-focused organizations.**

And we'll customize the program for you, specifically.

We'll ask that your team members complete an MBTI® assessment in advance, and that your senior team member spend some phone time with the program facilitator.

Your team will experience a tailor-made professional growth experience: An enjoyable, interactive—often amusing—program that explores your group's interpersonal dynamics. There's no touchy-feely mush, and you won't need to walk on hot coals or play kids' games. You'll benefit from a results-oriented professional growth experience that advances your team to a new level of professionalism.

**And here's the best part:** You'll have so much fun in the workshop that it'll take a day or two for reality to sink in. Here's the reality: These new insights will change the way your team members relate to each other, respect each other, and cooperate with each other.





## TSOD's Half-Day Team Building Workshop

This entertaining, interactive team development program uses the MBTI® personality assessment to help your team members discover their natural "working styles." With the benefit of these insights, team dynamics come into clear focus: You'll learn the common causes of unnecessary friction, as well as communication breakdowns.

You'll also learn how high-performing teams use these insights to optimize work assignments, decrease stress, and boost morale.

You can augment the half-day core Team Building Workshop with any of the half-day supplements below to create a full-day, needs-specific recharge event for your team.

Length:	Half Day ( ≈ 3.5 hours)
Participants:	8 - 40
Service Area:	Nationwide
Text Materials:	Complete MBTI Profile
Add-on Options:	Applied Team Building Conflict Management Team Communication
Online Details:	<a href="http://www.tsod.com/teams">www.tsod.com/teams</a>
<b>Note:</b>	This program involves assessment completion beforehand, requiring three weeks (min.) of advance scheduling.

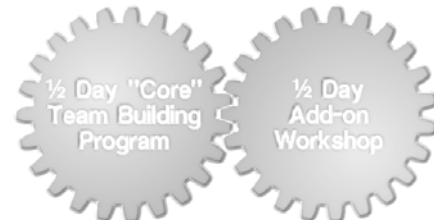
### Half-Day Add-on Programs

#### Add-on Program: Applied Team Building ( ≈ 3.5 hours)

A highly recommended supplement to the "core" program, your team members will roll-up their sleeves for small-group exercises that describe how individual strengths and differing professional preferences should be leveraged to build a more effective team...

#### Add-on Program: Team Communication ( ≈ 4.0 hours)

The perfect add-on workshop for teams that seem to "miss connections," this program teaches communication processes and best practices. Your team will reach agreements that prevent information overload, but ensure that everyone's in the loop...



#### Add-on Program: Team Conflict Management ( ≈ 3.0 hours)

This add-on program helps each team member understand his or her natural reaction to conflict, and uses interactive exercises to reveal the most appropriate and most productive methods for conflict resolution...

#### Add-on Program: Team Intervention (time varies)

This group discussion identifies workgroup issues and works toward positive solutions. Team members called upon to discuss their concerns openly, but positively, working with an experienced team facilitator to resolve disagreements. Although conducted to help realign off-course teams, intervention programs require that participants be cooperative and responsive enough to participate in good-faith dialogue.

Full descriptions of the Add-on Workshops are [available online](#).

#### And by Popular Request:

We now offer our popular half-day [Time Management](#) and [Stress Management](#) workshops as add-on programs to the core Team Building Workshop.



## How We'll Work Together for Your Team

### Before Your Workshop

Your team will be asked to complete the Myers-Briggs Type Indicator<sup>®</sup>, a 93-question assessment that gathers personal preferences. The assessment takes about 15 – 20 minutes. We can supply paper forms, or arrange for you to take the assessment online. Either way, we'll need your group's results a couple of weeks before your workshop for scoring and publishing.

The results of each person's MBTI<sup>®</sup> will be provided to them at the workshop in a personalized, 20 – 25 page plain-language profile. These results are confidential to the recipient. However, there's tremendous value in sharing this information, and participants virtually always do so.

Your facilitator will call about a week before your program to confer with you about your team composition and your goals for your workshop.



### The Half-day Team Building Program

You'll gather your team in a workshop setting. (When you schedule your program, we'll send room setup suggestions to make logistics easy.) You can use suitable space at your workplace, or take your program offsite for a distraction-free change of scenery. The program lasts about three-and-a-half hours.

The team building program involves both instructor-led discussions and on-your-feet team activities. In this fast-paced, entertaining and enlightening mixed-media program, your team will discover how people are different: How communication styles, decision-making styles, data gathering styles, and organizing styles lead to interpersonal disconnects and professional friction. The workshop is fun, uplifting, and chock full of "A-ha! ~ Now I understand!" moments.



### Add-on Workshops (Optional; Three Topics Available)

These half-day sessions build upon your team's new insights and motivations. Add-on workshops usually are conducted in the afternoon, right after the core workshop.

Each add-on program adds significant value to the team development experience by reinforcing the new insights and ensuring the day-to-day relevance of the information.

The add-on workshops use small team exercises "make real" the dynamics and challenges facing high-performing teams. Participants graduate from the add-on workshops with a plan for using the day's revelations in their work.



### After the Workshops

During your program, your teammates will be asked to review the information, and they'll list their plans for incorporating their new insights into their team environment.

You have the option of scheduling a refresher session three to nine months after the core session to revisit key concepts and rekindle team spirit.



## TSOD Team Building Benefits

### Easy Scheduling

With your rate & date determined, you're set to request a TSOD Service Agreement. Log-on to [www.tsod.com/express](http://www.tsod.com/express) and you can reserve the ideal workshop date for your team.

### All-inclusive Tuition

We never tack-on travel charges, material fees, surcharges, or other incidentals. This is an important consideration: You deserve to know the final invoice numbers, right up front.

### 100% Reliability

Although we work nationwide, we haven't missed a workshop—for any reason—for more than four years. We recognize that the expensive part of a workshop is sitting at the participant tables. As good partners in employee development, we treat your investment responsibly.

### The Nation's Most Popular Facilitator

All introductory workshops are facilitated by [Frank Whyte](#), personally. You'll never get "the new guy," because he doesn't work here.

### Full Compliance with *The Law of Effect*

If you know us as "the fun people," we make no apologies. By wrapping effective team development in colorful packages, we satisfy the adult learning *Law of Effect*, which proves that an enjoyable program is more meaningful than a dreary one. You've heard of Frank Whyte, right?

[Read the Course Description](#)

[See the Course Datasheet: Details, Details, Details](#)

[When You're Ready to Schedule: www.tsod.com/express](http://www.tsod.com/express)

[Contact us by Phone or by Internet](#)

