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Team-building Session

May 2006 / Anne Sandberg, Predict Success®

Session Goals

1. Using the Harrison Assessments Profiling System, gain insight into your own natural talents / strengths as well as your less developed, or weaker, areas in relation to organizational priorities and strategies for 2006 and beyond
2. Learn more about your manager's working style and how to better "manage up"
3. Learn more about your peers' working styles and how to best work together as a team
4. Target 1 – 2 areas for your own development and begin a personal growth and development plan, including the use of peer coaches for cross-mentoring
5. Identify the team's strengths and "gaps," or challenge areas

Agenda

Keywords Icebreaker: using your Harrison report to identify natural talents

Harrison InnerView: Background and Theory (understanding the tool)

Understanding Your Profile: Walk through the reports using Rich's profile as a base (incorporates "managing up" based on Rich's profile results)

Identifying your natural talents, or strengths, and potential "blind spots"

Understanding your peers' working styles: individual differences

Team Results: Average, High and Low Scores

Individual and team development planning: goal setting and continuous learning

Using peers as coaches