

# ADAPTABLE SENIOR TEAM

Increase senior team alignment.  
Become an efficient team.  
Manage change effectively.

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## What is Adaptable Senior Team?

Adaptable Senior Team is a powerful and intensive one-day planning session that equips CEOs and their senior executives with the awareness, understanding and methodology to be proactive in dealing with the challenge of a rapidly changing business environment. The session can be run over two half days if needed.

## How do I know this is for me?

If your team is not in alignment on your vision and goals, or is having difficulty agreeing on tough and important decisions, this program will help you cut through the personal agendas and equip you with the tools to make the right calls when the pressure is high.

## What will the outcome be for my senior team?

You will gain a clear perspective on how well team members are working together, and identify any potential roadblocks to success. When your senior team have taken this step, you will have outlined the crucial next steps you must take to create an adaptive culture, and get all employees aligned.





In times of rapid change, leaders need to make the right call when opportunity strikes.

Intégro's Adaptable Senior Team gives you the tools you need to reach alignment when it matters most.

**Realize your vision.  
Transform results.**

## **Who will get the most from this session?**

Leaders who are passionate about the unlimited potential they see for their organization, and who want all executive team members to be as passionate as they are.

## **What is different about Adaptable Senior Team?**

Measurement. This session goes beyond the SWOT analysis to provide valuable data that becomes the catalyst for change. We don't just talk about the need for alignment and trust in the senior team, we measure both with our Team Alignment Survey. This survey provides us with an in-depth understanding of your team's strengths and limitations so we can partner with you to build an adaptable, innovative and engaging organization that delivers value your competitors cannot match.

## Session Outline

**Create an engaging work environment.** Adaptability and innovation cannot be achieved without the engagement and commitment of all employees. Creating a work environment where employees want to perform at their best starts by building trust.

## Intégro Models

- Team Alignment Survey™
- Team Dimensions Profile
- Flexibility and Trust Survey™

**The Senior Team needs to respond quickly to changing conditions.** In times of unpredictability and constant change, the ability to be mentally agile and to have the awareness to focus on the organization, not personal needs, is critical. In this segment leaders learn to improve decision-making by increasing their flexibility and behavioral adaptability.

- The Whole Person Concept
- Personal Responsibility – What it Means to Be Accountable
- The Change Cycles

Assessments:

- Flexibility and Trust Survey™

Prior to the session each team member will respond to two assessments: firstly to benchmark the alignment and trust in the senior team; secondly to identify the “innovation talents” of each team member.

- The Elements of Trust™
- Trust-Based Leadership
- People Skills that Build Trust

## Session Outline

**Innovation is a “team sport.”** It is a four-step process: idea generation, goal setting, developing action plans and execution, with very few individuals able to excel in all of those steps. In this segment the Senior Team learns to leverage the strengths of all team members to become more innovative in problem solving and decision making.

## Intégro Models

- The Innovation Process:
  - Creating
  - Advancing
  - Refining
  - Executing

Assessments:

- Team Dimensions Profile

**Alignment increases adaptability and innovation.** The Team Alignment Survey benchmarks the level of trust in the team, the impact trust has on communication and decision-making, and the alignment within the team relative to **purpose, values, vision and goals.** The innovation process is then used to identify goals and action steps for the senior team to increase the organization’s adaptability, innovation and ability to create an engaging work environment.

Assessments:

- Team Alignment Survey™

Two weeks after the session the team will meet again to review commitments and progress on implementing action steps.

For more information on Adaptable Senior Team and the Senior Team Alignment Process from Intégro Leadership Institute, please contact us:

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