

Is watered-down  
consensus compromising  
your **vision** and  
undermining **results**?



# Intégro Adaptable Senior Team

a one-day strategic planning retreat





# Five Steps to Success



## What is the Adaptable Senior Team?

The Adaptable Senior Team is a powerful and intensive one-day strategic planning retreat 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. It is the first step to building an adaptable, innovative, and engaging senior team with a high level of mutual trust at its core.

## How do I know this is for me?

If your team is having difficulty agreeing on tough and important decisions, or failing to find consensus on changes you know need to be made, the Adaptable Senior Team is for you. It will help you break down the barriers to consensus and equip you with the tools to make the right calls when the pressure is high.

## What kind of leader gets the most from this retreat?

The purpose-driven leader who is passionate about their vision of what the organization can be, and who recognizes the need to get all executive team members committed to the organization's purpose, values, and vision.

## What is different about the Adaptable Senior Team?

Measurement. This retreat goes beyond the SWOT analysis to provide valuable data that becomes the catalyst for change. We don't just talk about the need to be more adaptable in times of uncertainty and change; we measure the adaptability of your senior team members with our Flexibility and Trust Survey. We don't just talk about the need for alignment and trust in the senior team, we measure both with our Team Alignment Questionnaire. These assessments provide us with an in-depth understanding of your unique set of circumstances so we can partner with you to build an adaptable, innovative and engaging organisation that delivers value your competitors can not match.

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

When you and your senior team have taken this first and most important step, you will have significantly increased your understanding of the strengths and limitations of your senior team. You will also have identified the steps you must take to lead into the future, knowing you have the resources to deal with whatever change comes next.

In times of rapid change, leaders need to make the right call when opportunity strikes. The Intégro Adaptable Senior Team gives you the tools you need to reach alignment when it matters most.

**Realize your vision.**

**Transform results.**

To find out more, **call us today** for your free consultation:

**1 866 INTEGRO.**

# Intégro Adaptable Senior Team

# Intégro Models

## Pre-Work

Prior to the retreat each team member will respond to three assessments to benchmark team alignment and trust, and assess the impact of differences in behavioral style and flexibility.

- Team Alignment Questionnaire™
- Senior Team Member DiSC® Profile
- Flexibility and Trust Survey™

## Segment One

## ADAPTABILITY

**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. To be adaptable, leaders must understand the thoughts and feelings that drive their instinctive reactions, and the priorities that drive their decision making style. In this segment leaders learn to improve decision-making by increasing their mental flexibility and behavioral adaptability.

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

### Assessments:

- Flexibility & Trust Survey™

## Segment Two

## ENGAGEMENT

**Creating an engaging work environment.** Creating an adaptable, innovative organization cannot be achieved without the support and commitment of all employees. Creating a work environment where all employees want to perform at their best starts by building trust. In this segment leaders learn that being trustworthy does not build trust... trust-building leadership builds trust, and that requires behavioral adaptability.

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

### Assessments:

- Senior Team Member DiSC® Profile

## Segment Three

## INNOVATION

**Innovation is a process, not an event.** In fact it is a four-step process: idea generation, goal setting, developing action plans, and execution. The Innovative Senior Team understands innovation as a “team sport.” Few individuals can excel in each of those steps; they learn instead to leverage the strengths of team members. In this segment the Senior Team learns to use the innovation process to become more innovative in their problem solving and decision making methodology.

- The Innovation Process:  
Creating  
Advancing  
Refining  
Executing

## Segment Four

## ALIGNMENT

**Senior Team Alignment increases adaptability and innovation.** This segment features the Team Alignment Questionnaire. This 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.** We use the innovation process to identify goals and action steps for the team to increase the organization's adaptability, innovation and ability to create an engaging work environment.

- The Purpose-Driven Organization
- A Values-Based View of Strategy

### Assessments:

- Team Alignment Questionnaire™

## Post-Session

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

