



The Consulting Team, LLC
Facilitating Positive Change

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Request A Consultation

Leadership Tips
January-March 2024:

How to Kickstart Team-building Using DiSC®-style Assessments

From Marilyn and The Consulting Team



Hi Friends,

Over the years, The Consulting Team has designed and facilitated numerous retreats to bring teams together, chart new courses, introduce paradigm shifts, transform conflict into cohesion, and even heal hurtful experiences. The retreats have ranged from one to two to even three days.

Recently, we've found 'less is more' when it comes to retreats. The time, energy and resources required to facilitate a full day session or longer offsites often makes them too expensive. When the dust settles, we often ask, "Was it worth it?"

Recently, we have had many requests to team build to integrate new hires, bring the team together to reconnect and realign, and to build trust and camaraderie. And, we are asked, "Can you do this in 3-4 hours and get the results we want?" Our answer, "Of course." We'd love to facilitate a team building experience for you. Read on for our tips.

Cheers,

Marilyn Manning, Ph.D.
Owner, The Consulting Team

P.S. Please join us on Fri., Mar. 22 at Noon for our next complimentary webinar: *Kickstart Teambuilding Retreats using DiSC® Assessments*. Email Admin@TheConsultingTeam.com to obtain login details. (The webinar description is found later in this edition.)



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Dr. Marilyn



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In this edition:

1. Article: How to Kickstart your Team using DiSC® Assessments
2. Complimentary March 22 webinar: Build Your Team in 3 Hours Using Assessments Before a Retreat
3. Complimentary June 7 webinar: How Clear Agreements Create Engagement and Prevent Conflict
4. Coaching options and complimentary 30-min. coaching session offer



How to Kickstart Your Team

Using DiSC® Assessments Before Retreats

Why Hold Retreats

Our clients in the public and private sector have a variety of challenges:

- Coming together as a team
- New hires, turnover, new leadership
- Hybrid workforces returning to the office
- Sagging morale due to interpersonal conflicts

For each, a retreat — long or short — can be the remedy.

Retreats can drive change, improve camaraderie, increase understanding, support increased diversity, and deepen empathy. All retreats improve team-building. Some make it a focal point of their offsites.

The Challenge:

Achieving the benefits of a full day retreat into a half-day and walking away with new insights, improved morale, increased trust, a re-dedication to organizational goals and visions, and momentum that carries over back into our workplaces. Oh, and that all-important ingredient — experiencing FUN together!

Our Formula for Short Retreats

Recently we've been using the insights from DiSC[®] assessments to instill the excitement of discovering and celebrating differences and similarities of work styles within and across teams, groups, and departments. And it's an efficient way to gain insights about yourself and others. When a team takes a style assessment, it gains a common language.

Discovery Starts with DiSC[®] — an assessment tool for understanding different work styles

DiSC[®] helps individuals identify work styles and traits of themselves and those they work with. DiSC[®] is an acronym for the 4 primary “types” found in any group of people: **D**rivers, **I**nfluencers, **S**teady and **C**onscientious.

It's important to choose an assessment with a robust database; DiSC[®] meets those criteria. It's also important to choose a skilled facilitator who has expertise with the assessment tool.

Every organization needs a variety of personality styles to thrive. Each style adds value, whether we're out front leading, cheering on others, attending the back office, or holding it altogether like invisible glue. By blending styles, skills, and personalities together, we create a productive and cohesive team that accomplishes greater things together.

The Fun and Fruitful Formula

Here's our suggestion: Before your retreat, have each employee complete the

DiSC® assessment. They will each receive a 23-page customized report on their strengths and opportunities for growth. We find that taking the assessment ahead creates a buzz.

At the Retreat...Advances ABOUND

We have everyone sit at “their” table based on their style. Said one recent attendee, “I found my tribe!” and for another, it felt like a homecoming — a reunion of long separated siblings. These ‘birds of a feather’ celebrate their style, catalog their strengths, and even identify their Superpowers!

Sharing Is Caring

In subsequent small group sessions during the retreat, participants identify other styles they work best with and begin to formulate strategies for styles unlike theirs. Shares with the entire group are good natured and fun as groups offer summaries of their brainstorm on how each group can flex their styles to best work together. Most groups have a lot of fun learning from each other.

We recommend a post-retreat debrief to allow attendees to share the insights they experienced, any new perspectives on old issues, and how they gained a new sense of teamwork and appreciation for their diversity.



DiSC® Removes Risk from Retreat Planning

At these mini-retreats, we’ve witnessed staff beginning to better understand how to lean in to others of differing work styles. This reaffirms for staff the importance of each and every style in helping their organizations be their best for their customers, constituents, clients, and colleagues.

Teambuilding in just three hours, courtesy of DiSC®, and a skilled facilitator. We would love to help you plan and facilitate your next teambuilding.

Register for our next complimentary 30-minute webinar, Friday, Mar. 22, Noon, Pacific

Build Your Team in 3 Hours Through Retreats Using DiSC® Style Assessments



Facilitated by Craig Harrison, CVP

Learn how you can use DiSC® to help teams:

- Appreciate different styles
- Identify their superpowers
- Turn conflict into agreement
- Formulate new agreements based on organizational values

Friday, March 22, 2024
Noon -12:30 PM Pacific

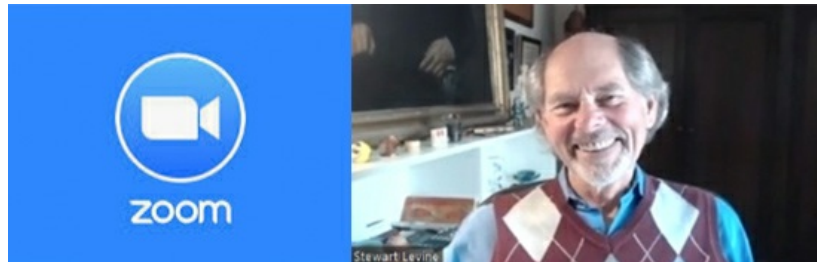
Confirm your seat and receive log-in details
when you register using the button below.

Register for this free 30-min. coming in 10 days: Friday, March 22 at Noon, Pacific

Register for our complimentary summer 30-minute webinar, June 7 Noon Pacific



How Clear Agreements Create Engagement and Prevent Conflict



Facilitated by Stewart Levine, J.D.

Learn how the tool **Agreements for Results** can:

- Increase productivity
- How to save the cost of conflict
- How to use agreements powerfully

The results: increased engagement and prevention of conflict.

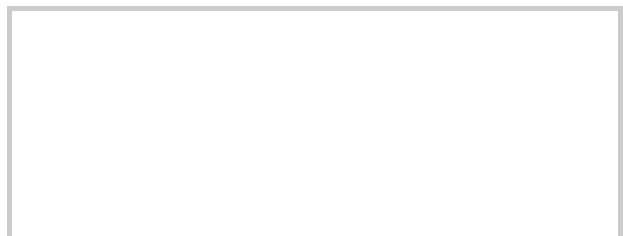
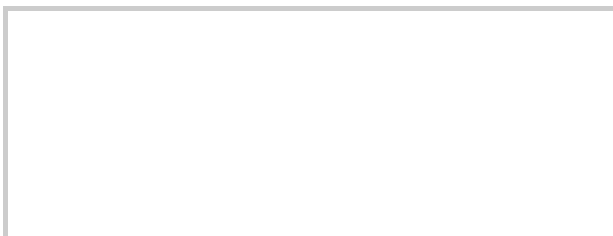
Friday, June 7, 2024
Noon -12:30 PM Pacific

Confirm your seat and receive log-in details
when you register using the button below.

Register for this free 30-min. coming: Friday, June 7 at Noon Pacific

COACHING

We offer coaching for managers, executives and individuals, including one-to-one career development and success coaching for executive team members and mid-managers.





In Person: Initial intake session



Virtual coaching sessions

Areas of focus include may setting and achieving professional development objectives, clarifying goals, gaining self-awareness, inclusive and empowering leadership, operational planning, team effectiveness, collaborative emotional intelligence, and communication skill building. [Learn more here.](#)

Free
30-min.
Coaching

Schedule a complimentary 30-minute 1:1 coaching session with one of our six senior associate coaches pictured below.

Request A Session Here

Our Team of Trainers, Facilitators, and Coaches



[Dr. Marilyn Manning CEO](#)



[Victoria Smith-Raymond](#)



[Nina Morris Collins J.D.](#)



[Kathy Citron](#)



Craig Harrison



The Consulting Team, LLC
Facilitating Positive Change



Stewart Lynn

Contact The Consulting Team to learn more about our [training](#), [team](#) and [one-to-one virtual coaching](#), and [consulting](#) for leaders and employees.

The Consulting Team

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