



fluency

Results Through Relationships Program

What this is about

It's not the lack of knowledge, skills, or motivation, but the mismanagement of relationships that creates the greatest cost to organizations. Relationships built on trust play the central role in organization and team performance. Conflict impacts leaders, teams, and individuals. Studies show that more than 65 percent of performance issues result from strained relationships – up, down, and across the organization.

This modular workshop explores a set of Relationship Awareness tools focused on understanding motive-based behaviours at both the personal and team level. It helps you understand yourself in the context of others and provides a common language to understand what's important to the people around you, and how you can work together more effectively.

Core Strengths® Assessment

Prior to the workshop, participants are invited to complete a Core Strengths® assessment called the Strength Deployment Inventory 2.0 (SDI 2.0). This award-winning, scientifically validated assessment provides four views of you. It reveals why you do what you do, and how you relate to others. Using Relationship Intelligence (RQ), the SDI 2.0

Module 1: Assessing Motives When Things Are Well

In this module we learn about relationship awareness theory and explain the three primary motivations when things are going well. Through demonstrations we learn what drives us and our team and why that is important to us.

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Module 2: Assessing Motives When There is Conflict

In this module we explore the difference between opposition and conflict, and the three primary motivations when there is conflict. Through demonstrations, we learn how individuals and the team respond to conflict and how we can get ourselves and others out of conflict.

Module 3: Bring the Right Strengths and Communicate in the Right Style

This module explores how our motives and strengths are connected. We learn about our top strengths and top overdone strengths as individuals and as a team. We provide tools for choosing the right strengths to make the right decisions, even in high-stakes situations. We also learn the new language of SDI and how to communicate with each other based on our results.

Follow Up Module: Integrating the Learning (optional)

This module is a follow up to the training (2 to 4 weeks later). It checks in on the learning from the workshop and provides you with recommended tools and activities to further integrate and maximize your investment. It introduces how you can leverage Core Strengths SDI 2.0 in team activities, conversations, communications and through appreciation.

What we learn together

By the end of this workshop learners will be able to:

- o Apply relationship intelligence to put everyone on a productive path to results.
- o Promote healthy opposition and resolve conflict without damaging relationships.
- o Mobilize team strengths to execute strategy and accelerate impact.
- o Apply the right strength at the right time for greater effectiveness.

- o Recognize when strengths are overdone.
- o Use effective communication techniques that address the motivations of others.

Who is this for?

This program is ideal for any team who wants to build stronger, productive relationships that drive results by understanding motivation, intent, and the use of strengths to achieve better outcomes. It is an effective team building program for existing and newly forming teams.

How we learn

- o Delivered in-person or online.
- o Duration: Delivered in one day-long module (in person), or 2 or 3 online modules. Total duration is 9 hours and includes a follow-up session to integrate the learning.
- o Facilitated by experienced leaders and trainers who are certified Core Strengths® partners and International Coaching Federation (ICF) certified coaches.
- o Interactive and participative. We use real-play not role-play and lean into inquiry, discussion, demonstration, and practice to integrate and embed learning.

Additional Learning

Fluency facilitates additional 60 to 90-minute modules to leverage and expand the use of Core Strengths™ training in other team situations.

Sessions include:

- o Conflict Management Using Core Strengths.
- o A Coach Approach to Giving Effective Feedback.
- o Bring the Right Team Strengths to New Challenges.

What's Next

Take action. To learn more or book this workshop reach out to me catherine@fluencyleadership.com