

LEADERSHIP TEAM VALUES TRAINING – TWO DAY

BUILDING HIGH PERFORMING LEADERSHIP TEAMS

Building a high performing, values-driven Leadership team that utilizes the strengths of its members requires commitment and an ongoing process of values management that becomes deeply ingrained into the ethos of the team. The starting point is to find out what is and what is not working.

The Leadership Team Values Training provides you with an overview of what drives your Leaders, how they work together, and what they want to build on or develop for the future.



Synergy Complete Management Consulting LTD

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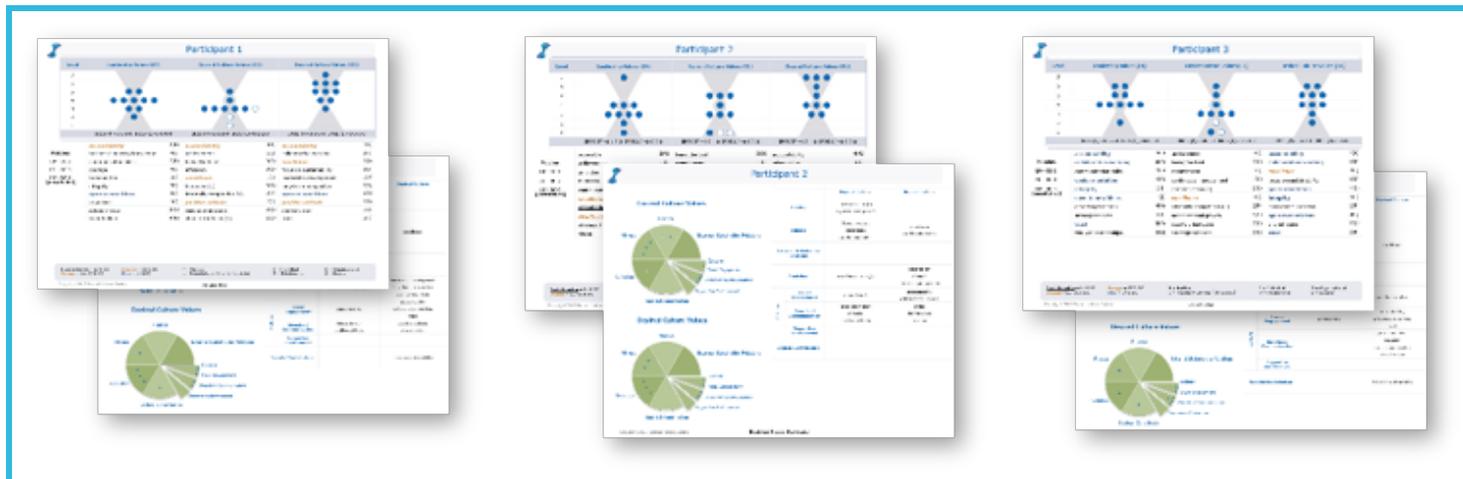
INSIGHTS FROM A LEADERSHIP TEAM VALUES TRAINING

Diagrams: In one simple picture, find out if your leadership team is working to its highest potential. Discover the inherent strengths of the leaders, how they experience the leadership team culture now, and how they would like to improve it for tomorrow.

Cultural Entropy® Score: Learn what factors get in the way of leaders working together effectively.

Values Jumps: Learn which values are most important for the success of the leadership team

Business Needs Scorecard: Explore the leadership culture from a strategic perspective to help the group develop their plan, for the future.



A DEEPER DIVE INTO THE TEAM'S CULTURE

Additional Perspectives

Review the data from different angles to deepen the exploration and understanding of the leadership culture.

Written Reports

Custom analysis provides insights, challenges your thinking, and shines a light on the way forward.

Understanding Individuals

When people are open to sharing, getting individual reports can help create a deeper dialogue and build cohesion.

LTVA Example (7)

Cultural Entropy Report

This table depicts the survey participants' total votes for Current Culture potentially limiting values by level. Potentially limiting values reflect the degree of disorder within a system and are found only at levels 1, 2 and 3. Please note that among the report diagrams slight variations in total Cultural Entropy percentages may occur as a result of rounding the level/category percentages to the nearest whole number.

| Level | Potentially Limiting Values (Votes) | Cultural Entropy % |
|-------|---|--------------------|
| 3 | confusion (1) hierarchy (1) long hours (1) | 4% of total votes |
| 2 | internally competitive (5) | 7% of total votes |
| 1 | short-term focus (6) cost reduction (5) caution (2) | 19% of total votes |
| Total | | 30% of total votes |

This level of Cultural Entropy score reflects significant issues requiring cultural and structural transformation and leadership coaching.

It is important to reduce the Cultural Entropy score to improve performance.

LTVA Example (7)

Values Jumps

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in bold are represented in the Desired Culture.

| | Current Culture Votes | Desired Culture Votes | Jump |
|-------------------------|-----------------------|-----------------------|------|
| collaborative working | 0 | 6 | 6 |
| long-term perspective | 0 | 6 | 6 |
| shared vision | 0 | 6 | 6 |
| focus on sustainability | 0 | 5 | 5 |
| accountability | 3 | 7 | 4 |
| open to new ideas | 0 | 4 | 4 |
| trust | 0 | 4 | 4 |
| adaptability | 0 | 3 | 3 |
| courage | 0 | 3 | 3 |
| integrity | 1 | 3 | 2 |
| wisdom | 0 | 2 | 2 |

WORKSHOP COMPONENTS

DAY ONE

1. Introduction to Cultural Transformation Tools (3 hr)
 - Seven Levels of Consciousness
 - Working with Values
 - Unpacking the Leadership Values

2. Leadership in Self Part 1 (1.5 hrs)
 - Walking the Talk
 - Open small group discussions on Personal Values and your impact on others

3. Leadership in Self Part 2 (1.5 hrs)
 - Self Awareness
 - Celebrating our differences and how together we complete a team

4. Creating Common Ground in Leaders (1.5 hr)
 - From Individual to Team
 - From Team to Leadership

5. Day One summary and wrap-up (30 min)

DAY TWO

6. Creating Common Ground Part 2 (2.5 hrs)
 - From Leadership to Organization
 - Understanding Your Current Individual Corporate Cultural Values
 - Understanding Your Team Current Corporate Cultural Values

7. Transformational Journey (3 hrs)
 - Exploring your desired Corporate Cultural Values
 - Cultural Entropy
 - Values Jumps
 - Business Needs Scorecard

8. Leadership Action Plan (2 hrs)
 - Create SMART objectives to improve behaviors
 - Set deadlines and milestones for feedback

9. Course summary and evaluation (30 min)

LEARNING OUTCOMES

- Reveal the motivations of individual Leaders – understand which leadership values are important to them and serve as guides in their decision-making.
- Understand how Leaders currently experience their team and where they see opportunities for improvement.
- Learn what factors are limiting the performance of the Leadership team and preventing it from reaching its full potential.
- Explore the values from a strategic perspective to help the group develop their plan, for the future.

KEY FEATURES

- This is a closed training for groups of up to 20 **Leaders** within a single organization
- Two full days of group training (16 hours)
- All Training Materials provided
- Base price, \$1800 USD per person. (*meals not included in cost*)



ABOUT CULTURAL TRANSFORMATION TOOLS

Barrett Values Centre® provides powerful metrics that enable leaders to measure and manage the cultures of their organisations, and the leadership development needs of their managers and leaders.

The core products of the organisation are the Cultural Transformation Tools® (CTT). The Cultural Transformation Tools have been used to map the values of over 6,000 organisations and 3,000 leaders in 94 countries. The Cultural Transformation Tools are used by corporations, NGOs, government and municipal agencies, communities, schools and nations. The CTT values assessment instruments are available in over 50 languages.

ABOUT SYNERGY CMC



Synergy Complete Management Consulting Ltd. is a bespoke management consulting agency that specializes in Transformational Change through Values Based Leadership in mid, large and enterprise sized organizations, globally.

Our core principles of Culture, Leadership and Innovation guide us in working with Executives, Entrepreneurs and Boards in developing their Extraordinary Human Potential. Our niche is customizing Programs and Consulting Strategies for achieving Powerful Breakthroughs and Bottom-Line Results maximizing outcomes of High Performing Individuals, Teams and Leaders.

We do this is by using scientifically validated Assessment Tools and the Brain Trust of our Global Experts. Our Consultants and Facilitators are Certified in World-Class Leadership and Change Management processes. Our Experts are among some of the world's foremost Thought Leaders, and collectively have worked with thousands of organizations, and Fortune 500 companies, in multiple languages, generating Transformational Change.

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INSTRUCTOR BIOS



CERTIFIED FACILITATOR

CONNIE EKELUND is the Globetrotting CEO of Synergy CMC, owner of a Publishing Media Company, and is the CEO of an International Innovations Company. She is also is the founder of a non-profit and is a director on other non-profit boards.

Connie is the essence of an entrepreneur and life-long learner. She has a formal education in Business Management and Marketing, as well as a Degree in Fashion Design and a Certified Practitioner of The Predictive Index. She thrives on experiential and transformational learning, seizing every opportunity for growth and development. She works with, and facilitates for, Global Thought Leaders to create organizational and cultural change as well and develop innovations for a more sustainable world.

Connie's passion is what drives her to entrepreneurial activities. For 25+ years she has channeled her creativity and imagination into a successful career. Her ability to create corporations from the ground up, in a myriad of industrial sectors including;

Management Consulting, Marketing, Industrial Construction, Renewable Resources, Fashion, Non-Profit and Publishing; is a testament to her big picture thinking and strong business acumen.

She has a broad understanding of not only Corporate Structure and Operations, but also that of Private & Public Corporation, Franchise and Union Organizations, as well as Non-Profits, Social Enterprises and B-Corporations. Connie's consistency in visualizing and seizing opportunities ahead of the competition has allowed her to achieve measurable results and maximize outcomes.



CO-FACILITATOR

COLIN GRINDLE is a respected CEO, Board President, Keynote Speaker, and Vice President & Partner with Synergy CMC. He has over 25 years business experience in the industrial sector, from hands-on with front-line negotiations in the mining industry, to leading teams of hundreds of workers, managers and leaders across Canada.

As an entrepreneur himself, Colin possesses true grit of character, he understands and excels in developing structures, processes, and the implementation of due diligence. His communication and people skills are very strong and support his work in developing corporate culture and leadership training within organizations. Additionally, Colin is a powerful strategic business development and marketing guru, leading sales teams to set and achieve their goals. Colin's greatest strengths are his creativity, drive and leadership. He thrives on challenges, particularly those that offer the greatest opportunities for growth.

Colin continues to be the Principal of his consulting firm AMRAK, touching on a variety of areas within the industrial sector, which include; oil and gas, mining, deep foundations, aggregate crushing equipment, heavy civil, and environmental remediation, to name a few.

As a passionate mentor and coach, Colin uses his innate leadership ability to guide others through uncharted territory to success. He is currently the President of RISA, a not for profit organization, and a former Board Chair of a Junior Exploration company. Additionally, Colin has volunteered with Hockey Canada and coached a Senior AA Semi Pro Hockey Team. Colin is a Certified Practitioner of The Predictive Index.