

50th ANNIVERSARY

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convention

& EXHIBITION

IN ASSOCIATION WITH  NEDBANK



WORKING TOGETHER™

The Power of Integration: Igniting Passion in the Workplace™ SERIES

A learning experience in communication

™ The Telein Group, Inc.



Presented at IPM 50th Anniversary Convention • October 1-3, 2006 • Sun City, South Africa
“Growth, Profitability & Competitiveness – Driving High Performance Through People”

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Vision **Integration** **Abundance**



“**E**very organization can benefit by providing education, tools and processes that enable people to better communicate and work together. No advisor or consulting firm that I know of has thought about this more or created more effective tools than The Telein Group. Their three-day program, **Working Together**[™], has enhanced our organization’s bottom-line performance.

Today, the Working Together[™] learning experience is part of the fabric of our organization, as we transform from one that is driven by fear to one inspired by *love*.”

Douglas A. Smith
Chairman of Best Brands Corp.
and former CEO of Borden Foods Corporation
and Kraft Canada Inc.



Working Together™, a learning experience in effective communication and improved productivity, is the foundational building block in The Power of Integration: Igniting Passion in the Workplace™ Series.



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www.telein.com

Vision Integration Abundance

Working Together™

Experiential Learning Workshop Framework

Objective

To create an educational learning experience for participants that enables them to learn and use new behaviors, skills, tools and processes

Principles Underlying the Workshop

- **Humans have the innate capacity** to think and act in a cohesive, collective and integrated manner to create abundant results.
- **There are processes and tools** which, when consistently practiced in an environment of shared values and mutual respect, result in high performing teams.
- **Organizations** are a reflection of their leadership.
- **Effective communication** is essential for individuals to effectively work together to achieve abundant results.
- **Conflict, differing, diversity and independent** thinking are essential to team effectiveness. Positive conflict is not an oxymoron. Moving toward tension means beginning a dialogue about difficult topics that must be resolved. The key to achieving abundant results is developing the attitude and skills to hear and be heard. Teaching these skills is central to everything we do and teach – it is the prescription for achieving desired results!



Working Together™

Experiential Learning Workshop Framework

Curriculum

We take an integrative, personalized approach to developing our curriculum that includes the use of video, psychometric instruments, tools, models and techniques coupled with interactive, participatory exercises and dialogue. Our workshop experiences are customized to meet each clients' unique needs.

Topic Areas

- Integration and Fragmentation
- Paradigms
- Communication Effectiveness
- Appreciating and Managing Differences
- Coalition Building and Positive Politics
- Mediation and Negotiation
- Conflict Resolution
- Behavioral/Personality Styles



Working Together™

What Sets Our Workshops Apart

- An excellent investment that delivers **SPECTACULAR RESULTS!**
- Customized to meet your individual and organization's specific needs
- Increased value for all stakeholders
- Fundamental principles for both work and life ~ **LIFEWORK**
- Effective tools and integrated processes
- Collaborative, participatory and facilitative
- Personalized to address real-work challenges
- Practical, easy-to-apply next-day applications, processes, tools and techniques
- Powerful, interactive exercises and role playing
- Ongoing commitment: expert coaching, feedback and follow up
- Superior return on your investment **GUARANTEED!!**



WORKING TOGETHER WHEEL[©]

*For
Interpersonal & Team Effectiveness*

The Working Together Wheel[©] is the foundational TOOL
in The Power of Integration:
Igniting Passion in the Workplace Series[™].

Unconventional, spectacular results are achieved when
people use a common language and process to dialogue.

The Working Together[™] Workshop teaches YOU how!!!

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The word **discussion** comes from the same root as **percussion** and **concussion** and suggests the pounding home of ideas in a confrontational manner.

Dialogue comes from the Greek word **dialogos -- dia**, or through, and **logos**, the meaning. Thus, dialogue is about the flow of meaning.

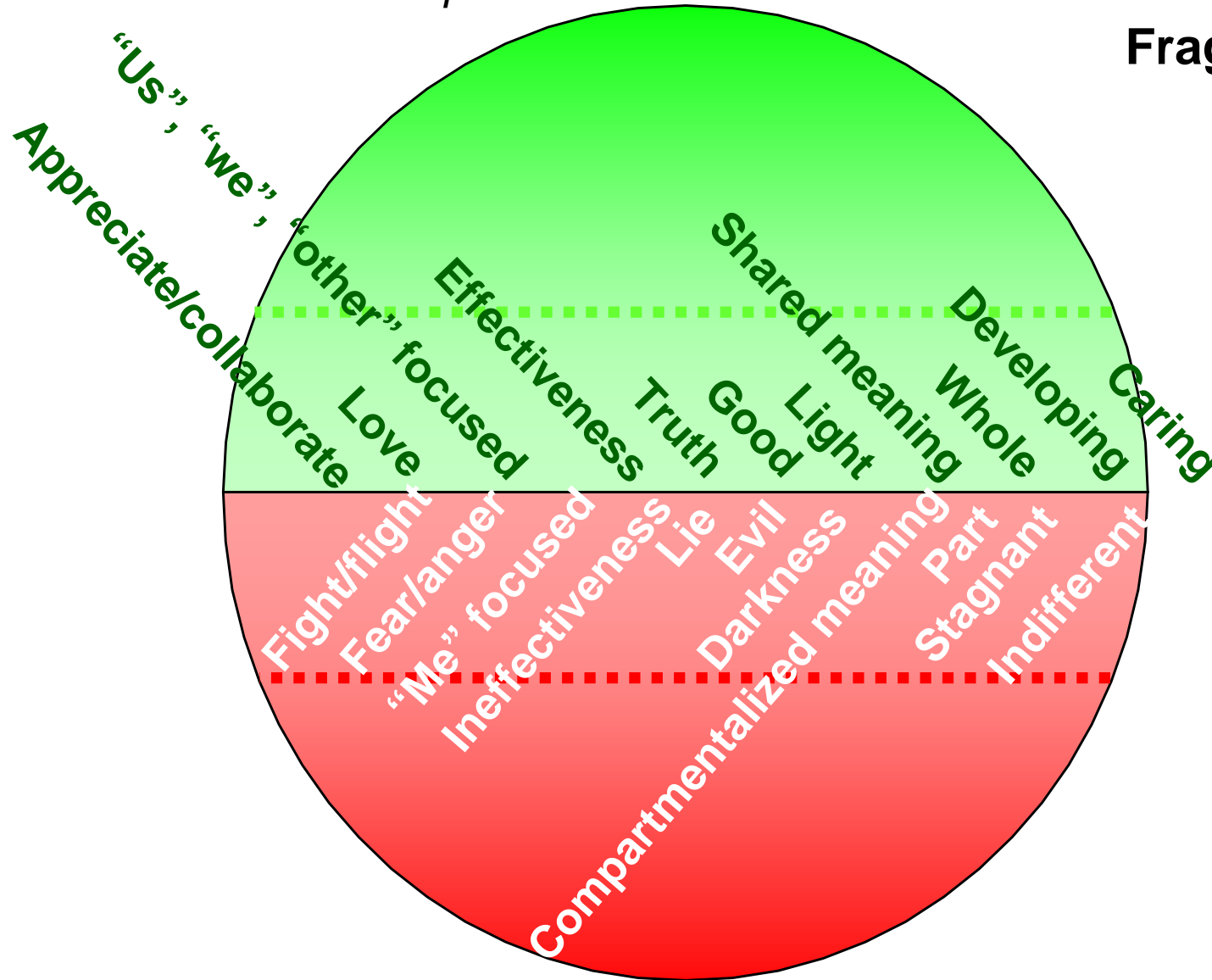
Nancy Nixon (1993), *Organizational Learning*



WORKING TOGETHER WHEEL[®]

For
Interpersonal & Team Effectiveness

Fragmentation and
Integration
Behaviors

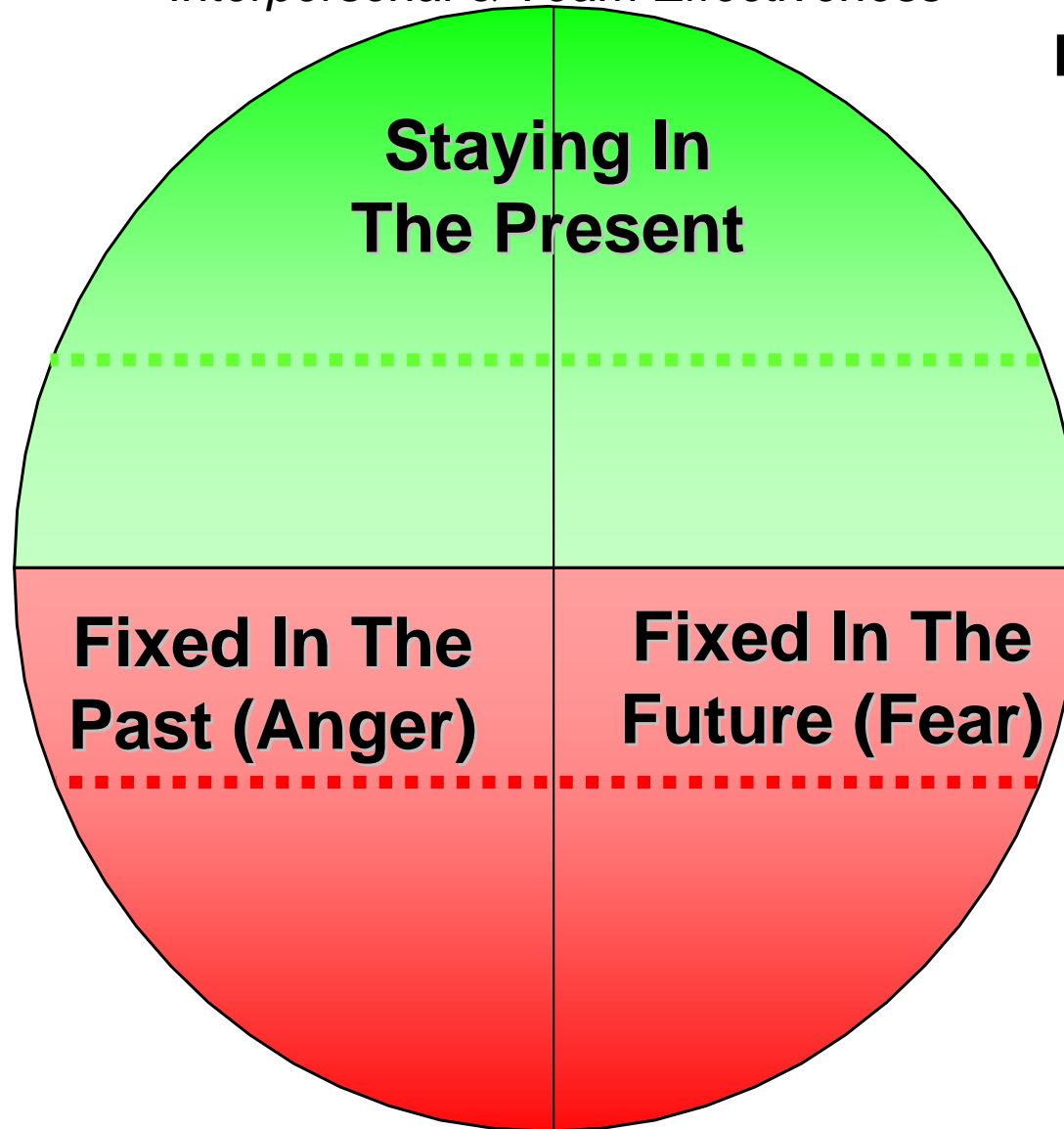


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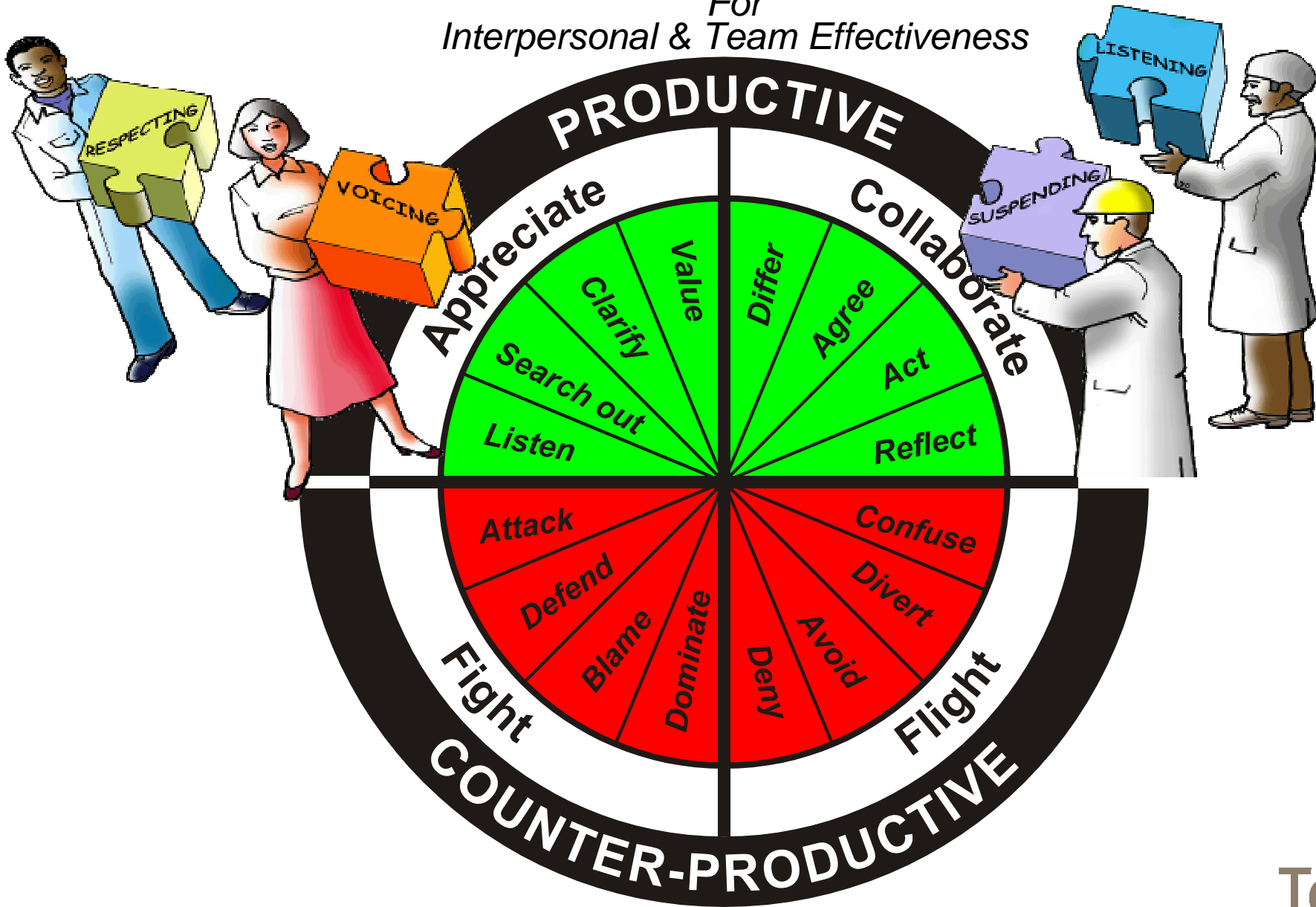


**Fragmentation and
Integration
Behaviors**



WORKING TOGETHER WHEEL[®]

For
Interpersonal & Team Effectiveness



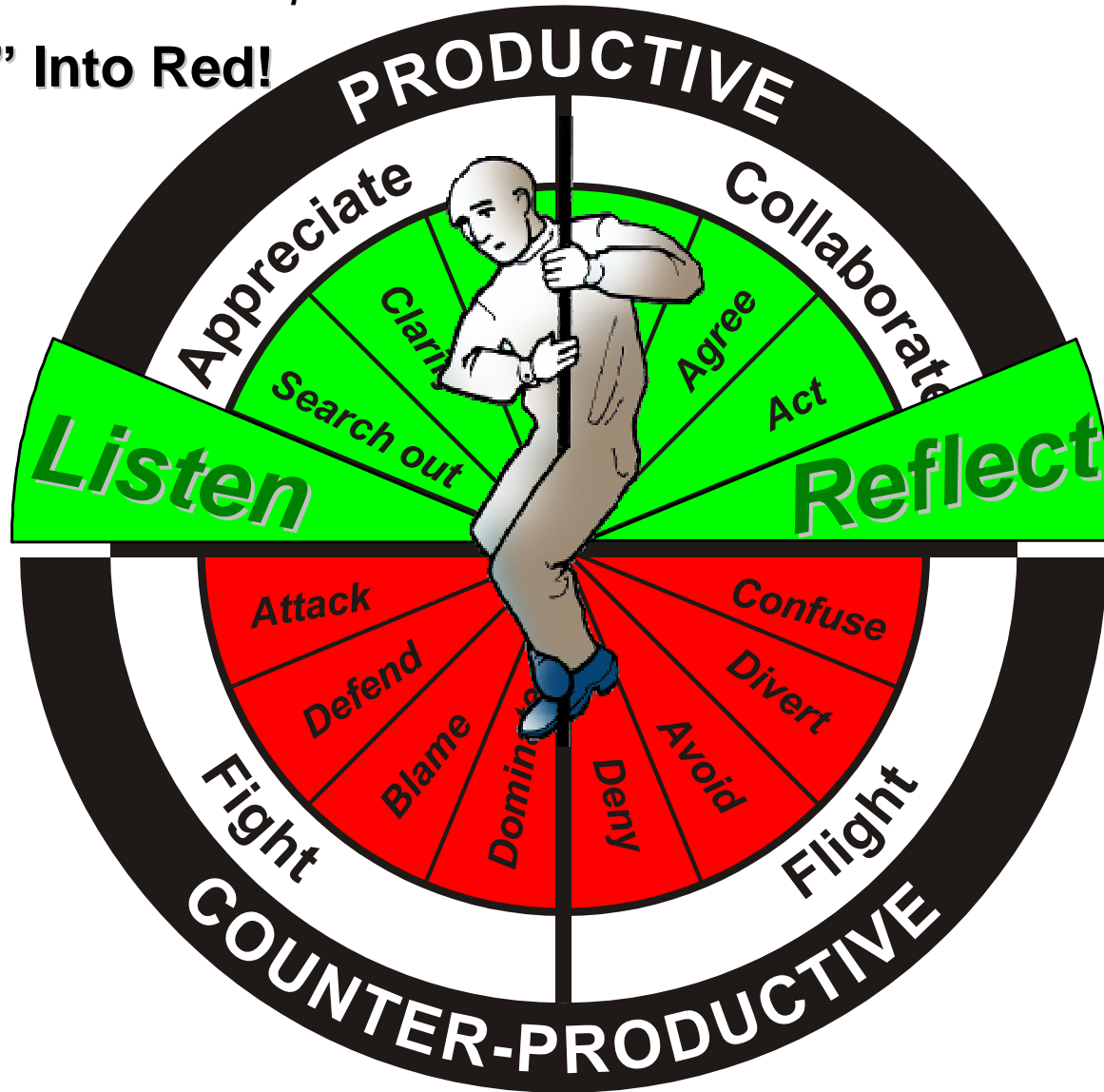
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WORKING TOGETHER WHEEL[®]

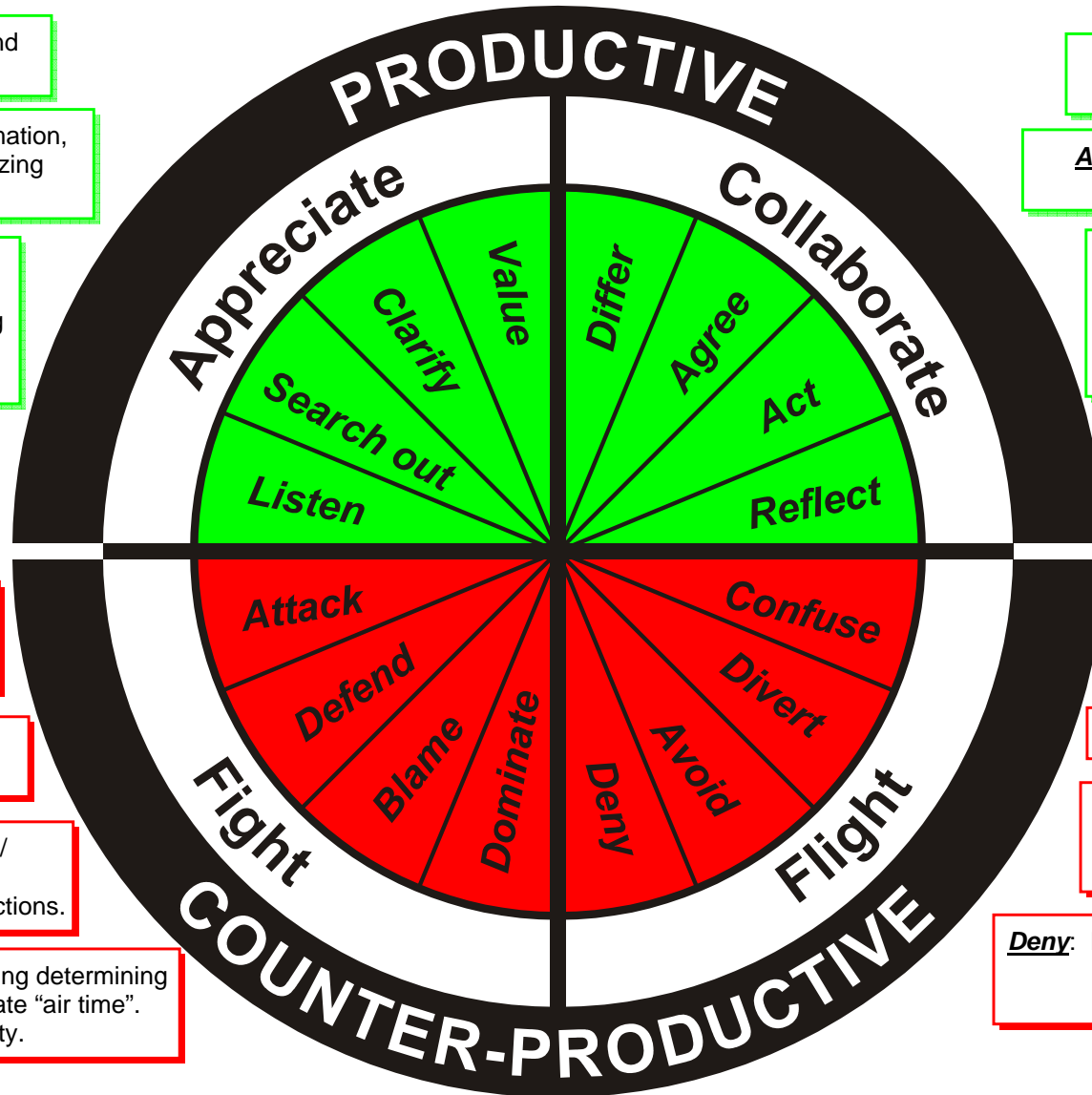
For
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Stop the "Slide" Into Red!



WORKING TOGETHER WHEEL[©]

For
Interpersonal & Team Effectiveness



Value: Respecting - affirming and reinforcing words and behaviors.

Clarify: Seeking or giving information, restating in own words, summarizing and testing understanding.

Search Out: Suspending judgment and discovering new insights through probing, eliciting and exploring words, meanings and behaviors. Bringing in.

Listen: Paying attention to and actively hearing not only the words but the underlying meaning.

Attack: Striking out against, criticizing or other forms of aggressive words or actions.

Defend: Reacting, responding and preventing perceived attack.

Blame: Finding fault with others/ circumstances and not taking responsibility for words and/or actions.

Dominate: Controlling or exerting determining influence, seizing disproportionate "air time". Shutting out. Holding to certainty.

Differ: Having and sharing a different perspective.

Agree: Having and sharing a similar outlook; reaching consensus.

Act: Assuming personal accountability through action - voicing, initiating, proposing, building, reacting and supporting behaviors.

Reflect: Thinking, reorganizing or integrating experiences and/or perspectives.

Confuse: Making indistinct, vague or unclear comments or taking unclear actions.

Divert: Deflecting or redirecting.

Avoid: Withdrawing, circumventing or refraining from direct response or contact.

Deny: Rejecting or disclaiming connection with or responsibilities for words or behaviors.



The Telein Group, Inc.

PLEASE CONTACT US TO GET

SPECTACULAR RESULTS

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Visit us often at www.Telein.com to get new insights, resources and tools
for changing the world YOU touch!!!

