

# KELLI THOMPSON

LEADERSHIP COACH • WRITER • SPEAKER

## THE CLARITY WORKSHOP

(VIRTUAL OR IN-PERSON / Ideal for team size of 15 people and under)

One of the biggest causes of conflict and lack of performance in teams today is caused by a lack of clarity in a team's purpose, people, and processes. Many leaders believe that teams lack motivation or consistency when what they really lack is clarity.

When it comes to *purpose*, effective teams share clarity on values and goals, so they hire and promote the right people in the right roles. They are clear on goals, not just for the team, but for the organization, so they know their part in making results happen.

When it comes to *people*, effective teams – and leaders – are clear on their blind spots, their strengths, and their motivations. They recognize the style differences in themselves and others as it relates to getting work done and are empathetic to individuals' differences so they can adapt their approach. Research shows that successful professionals are self-aware professionals who use emotional intelligence to connect with and inspire others to achieve great results despite disruption, distance, and different personalities.

When it comes to *processes*, effective teams are clear on what is theirs to do or not do. They are clear on setting expectations and consistently communicating their needs, standards and desired outcomes empathetically. They are clear on their own style of verbal and nonverbal communication, and others' styles, so they can address conflict and remain resilient, even when change happens, client issues escalate, or situations don't unfold as planned.

The Clarity Workshop combines the wisdom of leading teams, personal development and using self-awareness assessments\* to give each team member insight into *why* they think, feel and act the way they do. When you know the *why behind how* you, and your team, respond, communicate and act the way you do, you have the power to change behaviors and results.

At the end of the day, success loves clarity.

### WORKSHOP DELIVERABLES:

This experience uses self-assessments, individual coaching and workshop time to help leaders and teams live and lead with more clarity in their goals and values, individual strengths and style, boost emotional intelligence, and consistently respond well to change to deliver results.

- Includes a pre-session with team leaders on their unique team dynamics. We'll discuss the "so what" factor so leaders can understand their team's culture and can adapt their leadership and coaching styles for the best results.

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PRE-WORKSHOP COACHING: (Up to three weeks prior)

- Kelli sends individual Enneagram Assessments
- Kelli or a certified team member conducts 30-minute individual coaching sessions to review and address Enneagram results to boost professional growth and self-awareness

FULL DAY WORKSHOP: 9-4 PM

*(Can accommodate a half-day workshop, however, would need to eliminate content and adjust desired outcomes.)*

Proposed Agenda:

9am – PURPOSE | *Clarity On Purpose*

- Discover your personal values and how they contribute to personal and organizational goals. Gain clear insight into the qualities of successful leaders and teams.
- Recognize the importance of emotional intelligence for today's modern leader and how the results of the self-assessment invite greater self-awareness and a path to professional growth and success.

10:30am – PEOPLE | *The Nine Types of Leaders In A Team*

- Learn the nine different approaches and working styles of individuals on your team. Recognize the strengths, blind spots, and communication styles of each team member.
- Build empathy and manage reactions toward other styles so you can foster stronger relationships inside and outside your team.

12pm – LUNCH

1pm – PEOPLE (CONT.) | *The Nine Types of Leaders In A Team*

- Understand the typical responses to change and conflict in teams and how to use your energy and talents to generate solutions.
- Strategize ways to work best together, make effective decisions, and get results while enjoying your work. You'll also understand the how the culture of your team drives results both internally and externally.

2:15 – PROCESSES | *Shift From Conflict to Clarity*

- Recognize and define the key roles each member plays in team decision-making, execution and communication.
- Recognize conflict triggers and learn each other's unique styles to improve team responsiveness and empathy. Reduce misunderstandings and unproductive conflict.
- Learn a framework to communicate clear expectations, feedback, and goals to reduce re-work and improve results.

3:30PM – Wrap up & create clear plan on next steps for personal growth and team success.

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## **\*About The Enneagram Assessment:**

The self-awareness tool used for this workshop is the Enneagram. It is a development approach for more self-awareness and skillfulness that helps leaders decode the mystery of leading people, uncover motivations and manage personalities. Using the Enneagram has shown to bring more clarity to a team's purpose, people and processes for improved team results, communication, reduced conflict, and shared language for professional growth.

As a leader, it helps you understand the personalities and motivations on your team, improve communication, and resolve conflict. It boosts your effectiveness and emotional intelligence. As a leader, this self-knowledge is critical to helping you lead at the next level with more confidence.

For individuals, it helps you know yourself by understanding your strengths and blind spots. Knowing your Enneagram number gives invites awareness into your habits, reactions and unhelpful beliefs driven by ego, and invites you to a growth path to your highest self. This gives you the insight to enjoy more clarity and confidence, career satisfaction, and overall happiness.