

Building a Cohesive Leadership Team

Laying the foundation for teams and the organization to be healthy and high-performing.



A critical component of thriving organizations

The health of your organization is the greatest advantage you possess.

Well-known author and leadership consultant, Patrick Lencioni, believes that the single greatest advantage any company can achieve is organizational health. An organization is considered to be healthy when it is “whole, consistent and complete when its management, operations, strategy, and culture fit together and make sense. You know you have it when you have minimal politics and confusion, high degrees of morale and productivity, and very low turnover among good employees.”



Creating a healthy organization begins by building cohesive leadership teams.

Creating a healthy organization requires attention and rigor; it starts first and foremost with building a cohesive leadership team. An organization simply cannot be healthy if the people who are chartered with running it are not behaviorally cohesive. Therefore, this program is designed to facilitate the process for leadership teams to become cohesive and lay the foundation for their teams and the organization to be healthy and high-performing.

When you actively build trust and improve the cohesiveness of your leadership teams, you are equipped to effectively lead your organization to a successful future.

Program Overview

- Delivered to leadership teams via interactive workshops (2 -8 hours in length)
- Workshops are conducted at 3-4 week intervals
- Each workshop builds on a previous session
- Each leader will also have three 1:1 coaching sessions (~60 minutes in length)
- Practical application exercises between sessions to foster sustainability
- Customized to your group needs

Outcomes

- Improve self-awareness and build trust
- Increase openness to other perspectives and foster more effective conflict resolution
- Develop more effective decision-making
- Identify and overcome individual and team immunity to change
- Create Guiding Principles of Leadership
- Foster greater alignment with and lead in service to the organization's purpose

Session Descriptions

SESSION

1

Organizational Health and Building Trust

Session 1 reviews the importance and framework of organizational health. The leadership team will assess its current level of trust and then begin work central to improving trust and cohesion.

SESSION

2

Understanding the Thinking Behind Our Choices

In Session 2, we look at patterns of thinking that guide our choices. The goal is to further self-awareness so individuals and the team can leverage their strengths and manage frustrations.

SESSION

3

Adaptive Leadership & Leading for the Future

Session 3 teaches how to build change agility to effectively lead in a world where disruption is the norm, learning to listen well and shifting from the work of management to the Work of Leadership.

SESSION

4

Embracing Accountability & Mastering Conflict

Session 4 focuses on clarifying and building relationships. By understanding the purpose of critical relationships, teams are better able to achieve their goals and further the organization's purpose.

SESSION

5

Creating Clarity, Defining Our Leadership WHY & Committing to Our Path Forward

Session 5 helps the team create clarity for how to show up as leaders, identifying non-negotiables and committing to what it will take to lead in alignment to the organization's purpose and vision.

SESSION

6

Engaging Our Teams to Live Our WHY

Session 6 provides a framework for how leaders can engage their team to live the organization's WHY and thoughtfully identify gaps in the spirit of everyone working to be the best version of themselves.

SESSION

7

Regroup Session (3-4 months after session 6)

Session 7, where we regroup after 3-4 months, will be an opportunity for touching base with the team on what is going well, what they're learning and where they're struggling to apply the principles of the program.

This program is designed to be most effective when conducted in parallel with our Developing a Leadership Mindset program so a common language and way of being can be operationalized throughout your organization.



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Learn more about building your cohesive leadership team and the impact it can have.
Call us today at 877-373-6850
or visit: [SalveoPartners.com](https://www.SalveoPartners.com)