

TOOLS FOR ORGANIZATIONAL CHANGE

TEAM DIAGNOSTIC™ CERTIFICATION

JOIN US:

February 27–29
San Francisco

Best Western Corte Madera Inn
cortemaderainn.com

4 assessment tools.
1 training investment.

More opportunity! You now have a suite of tools based on a proven model, with a common language...

- ▶ **Team Diagnostic™ assessment**
The original, used by more than a thousand teams worldwide since 2005.
- ▶ **Team 360 View™ NEW!**
Stakeholders take this assessment to provide anonymous feedback to the target team.
- ▶ **Organization View™ NEW!**
Use with a division, a whole organization, a representative sample of an organization; a culture and performance survey.
- ▶ **Team Leader View™ NEW!**
A way for team leaders to assess their view of the team, and their own leadership. A simple, cost-effective way to introduce the model to a leader and key decision maker.

Organizational Challenge:

The pressure is on to deliver results in spite of limited resources, and constant change and new initiatives.

Your Challenge:

You are among the professionals at the center of this daily storm. The titles and functions vary but the goal is common. Your job: help the organization achieve results and maintain a resilient, creative culture in the midst of transformational change, consolidation, ERP implementations, reorganization and more.

You're Not Alone:

With all the challenges and competing priorities, it's no wonder our data shows that less than 10% of teams rate themselves high performing.* So how do you rise above the storm and achieve the results that best companies deliver?

The Solution:

Tools and methodology. Practical, proven and measurable: an average of 20% improvement in productivity and team culture measures. The approach includes an integrated set of four diagnostic tools to establish a clear picture of "you are here" and a way to measure progress. The methodology provides a practical map for ongoing development and process steps and training to help teams excel.

Get Certified to Deliver a Proven Solution:

- 3-day workshop for hands on practice with the tools and methodology
- Online self-study course for deeper understanding of the model and suggested ways to work with teams
- Extensive library of documents and articles, timelines, etc.
- A credit for a Team Diagnostic™ assessment to use with a client team (up to 15 team members; a \$1,875 value)
- A credit for a Team Leader View™ to use with a team leader to lay the groundwork for ongoing work with the team
- 18 ICF CCEU's

Excellent value for three packed days, plus comprehensive online learning and resource library, and a FREE Team Diagnostic™ assessment. Total Package: \$2,950 Register by February 2nd and save \$500.

For more information
or to register contact: ▶

Toll-Free 800-655-3202
www.regonline.com/TCI-SF2012



The Three-Day Team Coaching Intensive

The emphasis for these three days: practical application, and practice, practice, practice. Your take-away: you understand the model and know how to reveal the multi-layered results to the team and create an an-going action plan for team development and business results.

The Online Learning Overview

In-depth learning you can do on your own time and pace. Self-study online lessons are designed to deepen your understanding of the Team Diagnostic™ model, and provide proven application methods to use with client teams.

Join Our Worldwide Community of Masterful Practitioners



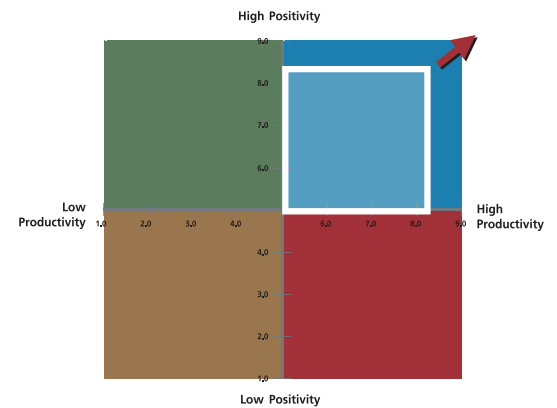
Today there are trained facilitators in 35 countries and the Team Diagnostic™ assessment is in 18 languages: Arabic,

Danish, Dutch, English, Finnish, French, French (Canadian), German, Greek, Hebrew, Japanese, Norwegian, Polish, Russian, Spanish (Latin America), Spanish (Spain), Swedish, and Turkish. Translation of the three new assessments is underway.

Your Trainer

Phillip Sandahl, MCC, CPCC, ORSCC

Phil is co-founder of Team Coaching International and an internationally recognized consultant/coach, and trainer. He has trained hundreds of coaches and consultants in the Team Diagnostic™ methodology and has worked with teams in North America, Europe and Asia including teams at Johnson & Johnson, Bank of America, Cisco, ING, the U.S. State Department and the U.S. Navy. Phil is also co-author of "Co-Active Coaching" considered the leading textbook on coaching with 100,000 copies in print.



The Team Diagnostic model is built on two dimensions:

1. The conditions necessary for a team to be productive... This is the Productivity dimension (horizontal)
2. The conditions necessary to create sustainable team culture... This is the Positivity dimension (vertical)

Team Worlds

The **Red Zone**: Results... at a cost

The **Green Field**: Collegial, but low performing

The **Brown Corner**: Life here is hard

The **Blue**: High performing, creative and resilient

The model and approach provide teams with the understanding and the tools to help *move into the Blue*.

**It can be done.
We can show you how.**

"The Team Diagnostic and coaching dramatically accelerated a critical change management process, and instilled a new culture in our IT organization during a mission critical period. This is team development that gets long term, measureable results."

— Karin Catton, CIO and Global VP Information Technology, Norgren