

Modern Rules for Building Stronger Teams

Alysun Johns
Mark Gasparotto
Allan Stewart



50
years

Changing the World –
One Organization at a Time™

Copyright © 1971-2021. All Rights Reserved.

Research and Development by:
Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.

Today's Speakers



Alysun Johns



Mark Gasparotto



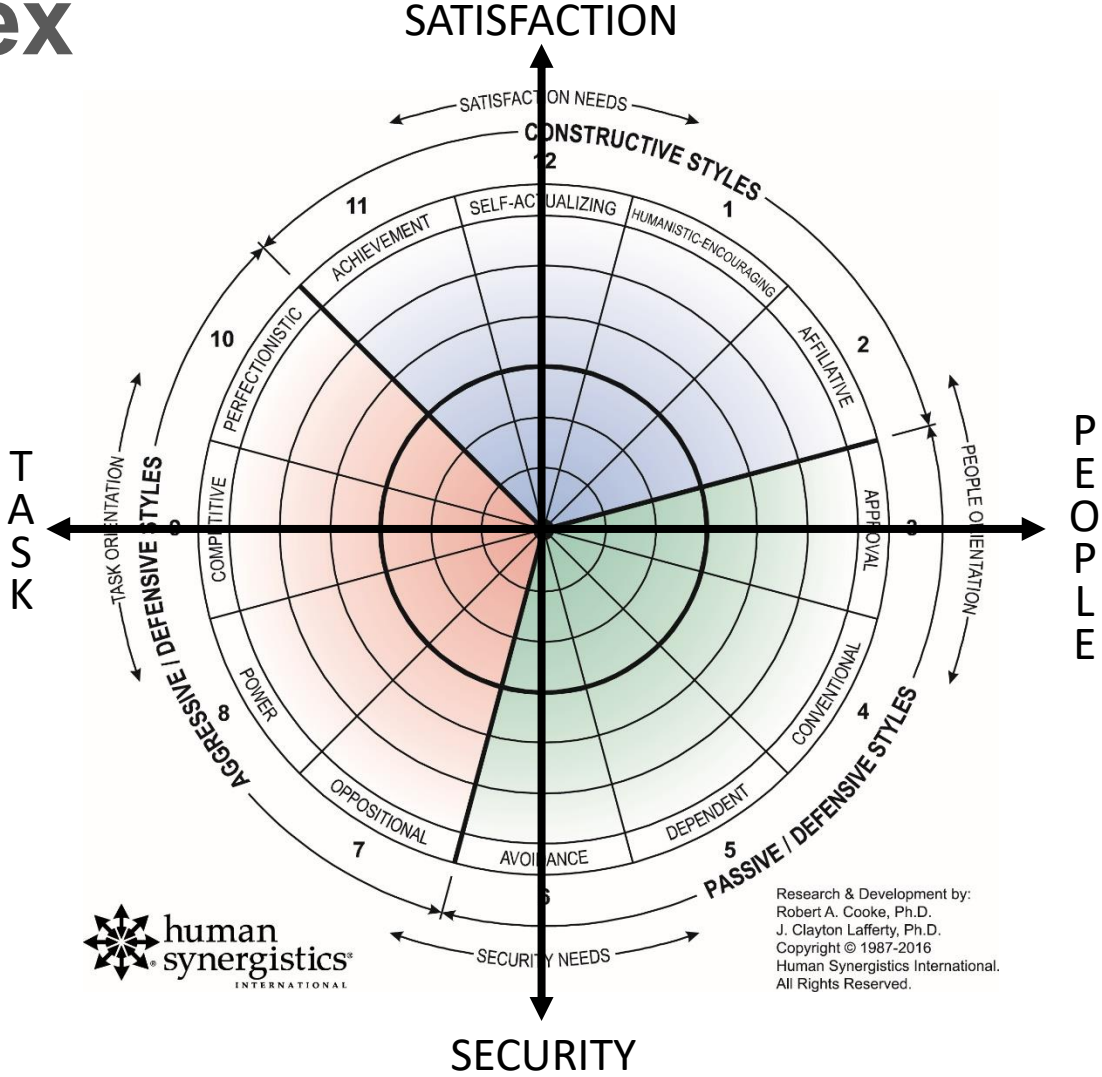
Allan Stewart



50 years

Changing the World –
One Organization at a Time™

The Circumplex



Research & Development by:
 Robert A. Cooke, Ph.D.
 J. Clayton Lafferty, Ph.D.
 Copyright © 1987-2016
 Human Synergistics International.
 All Rights Reserved.



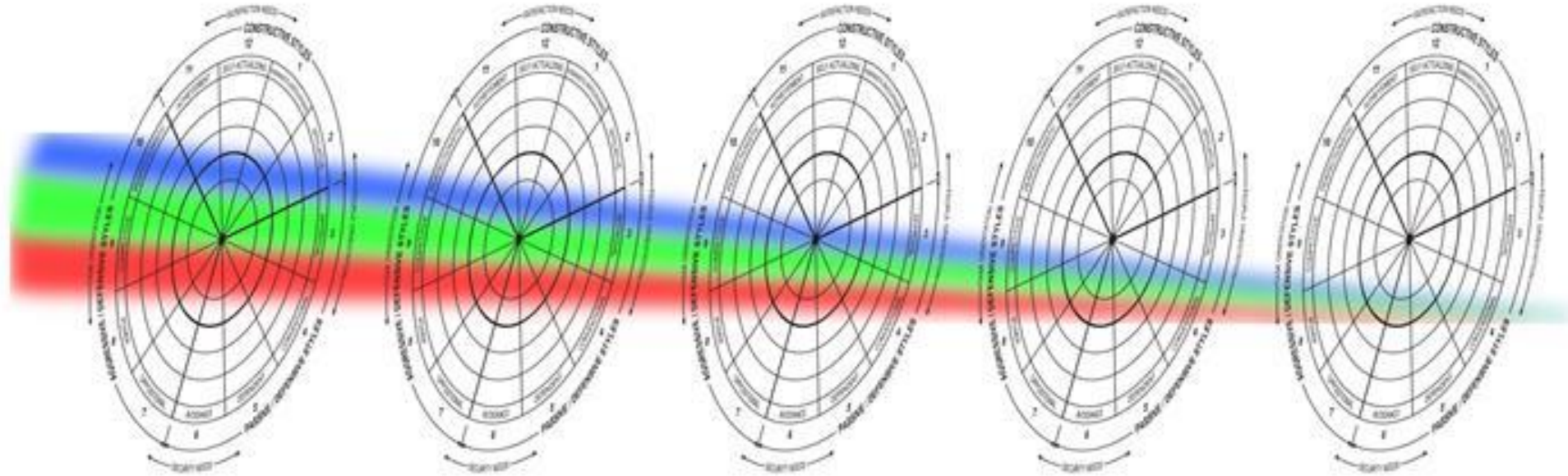
50 years

Changing the World –
 One Organization at a Time™

Copyright © 1971-2021. All Rights Reserved.

Research and Development by:
 Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.

Integrated Diagnostic System



ORGANIZATIONS

Organizational Culture
Inventory® (OCI®)

LEADERSHIP

Leadership/Impact® (L/I)

MANAGEMENT

Management/Impact® (M/I)

TEAMS

Group Styles
Inventory™ (GSI)

INDIVIDUALS

Life Styles
Inventory™ (LSI)

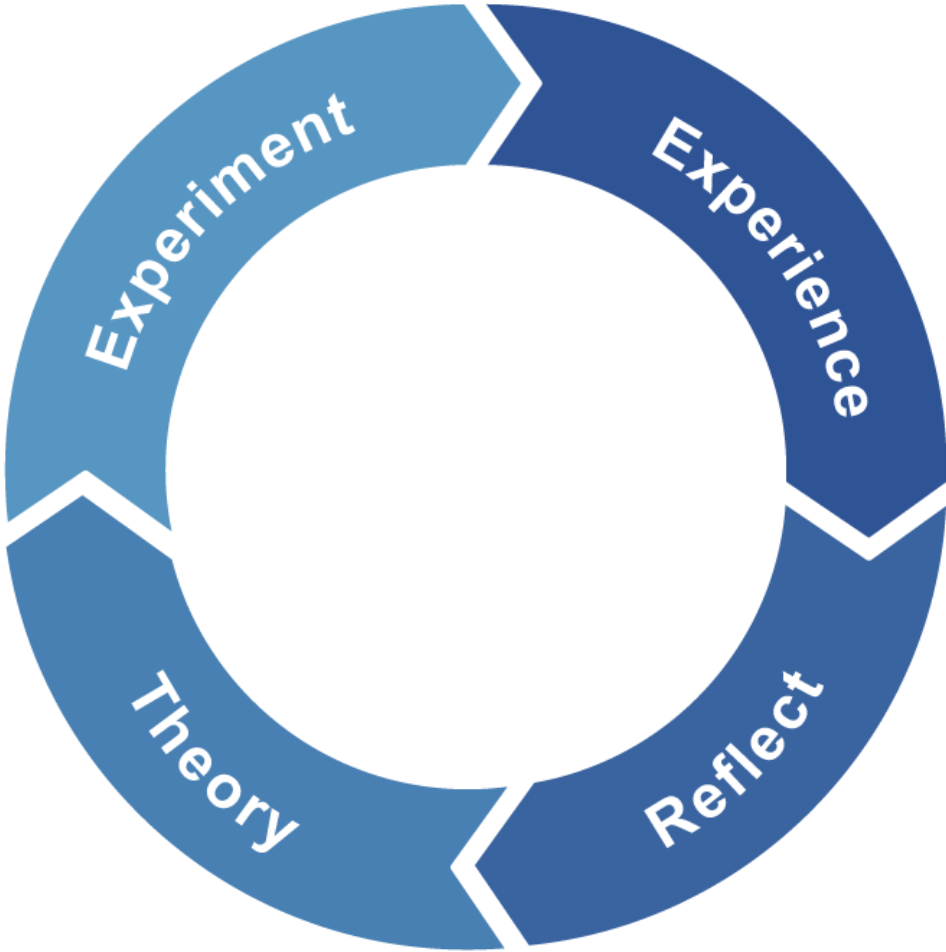


50 years

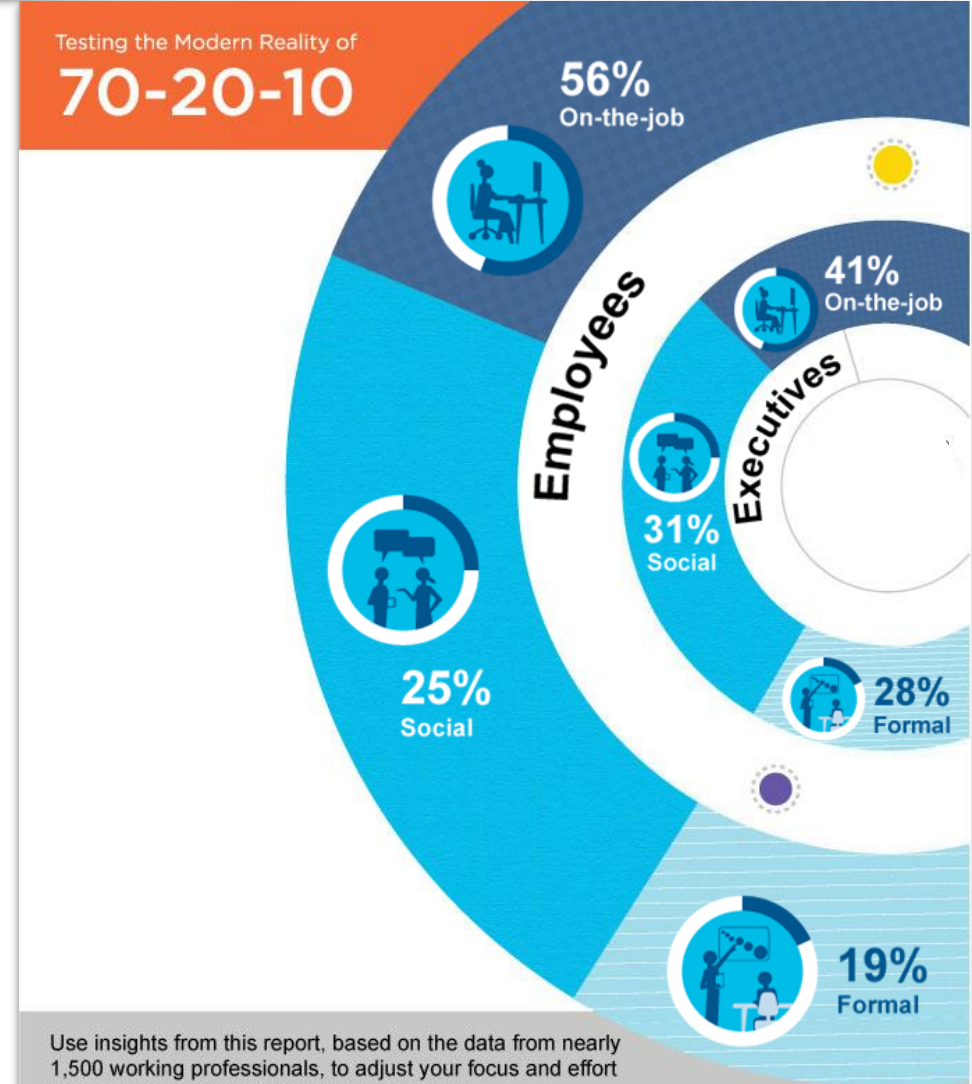
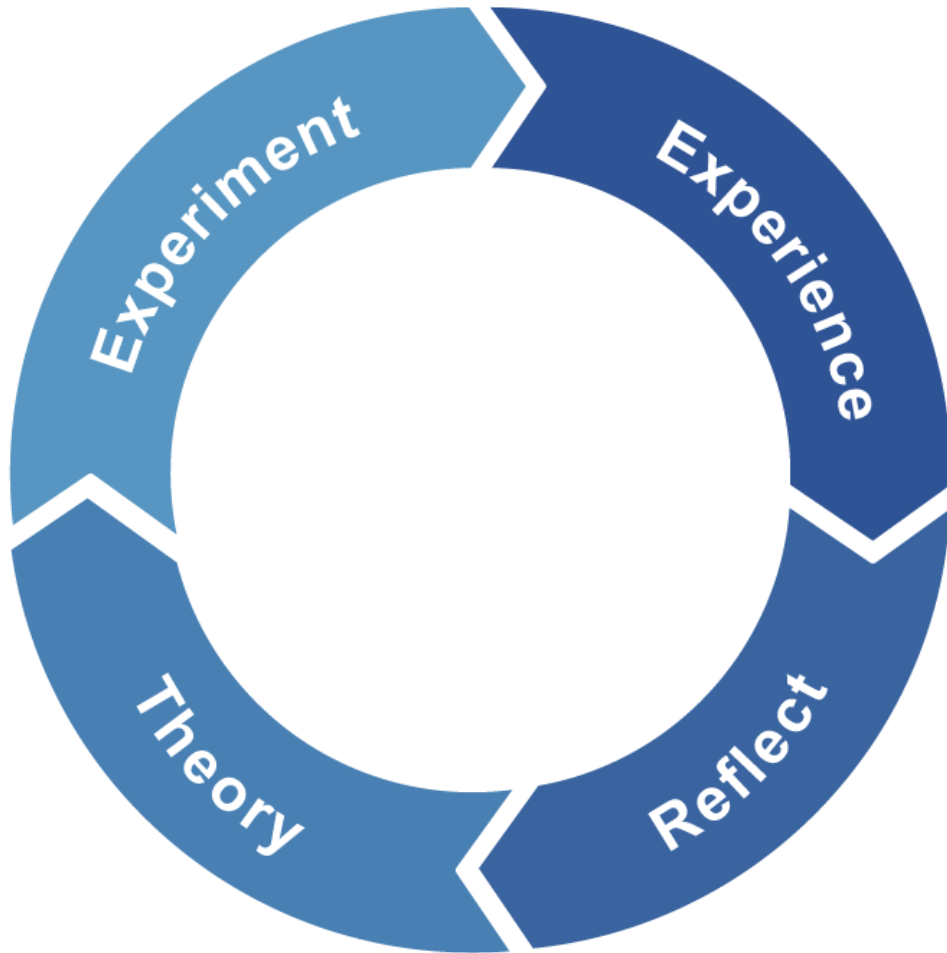
Changing the World –
One Organization at a Time™

Research and Development by:
Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.

Developmental Approach



Developmental Approach



Use insights from this report, based on the data from nearly 1,500 working professionals, to adjust your focus and effort to accomplish training objectives, based on:



training effectiveness



amount and quality of teamwork



employee demographics



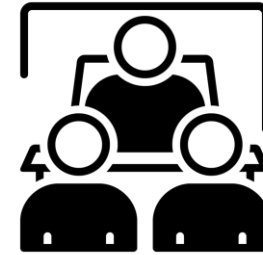
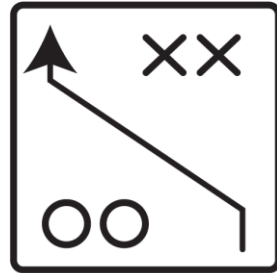
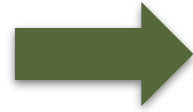
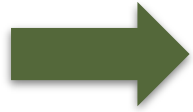
Source: 2018 Training Industry, Inc.

To lead others effectively
starts with leading **yourself**.





Trust is the #1 determinant of team effectiveness



Registration

Online Learning

Field Exercise

Debrief

Coaching

1

2

3

4

4+

GSI™

GSI™

L/I®

M/I®

LSI®

OCI®

Survival Simulation™

Phase 1 – Registration



Phase 2 – Online Learning



- 
- A woman with long dark hair, wearing glasses and a bright yellow long-sleeved shirt, is sitting at a desk in a library. She is looking at a laptop screen that displays a video conference with several participants. Her hand is resting on her chin, and she appears to be listening intently. The background shows bookshelves filled with books.
- Leadership
 - Learning
 - Resilience
 - Emotional Intelligence
 - Accountability
 - Team Dynamics

Phase 3 – Field Exercise



Phase 4 – Debrief



Phase 4+ – Consulting



Q & A



50
years

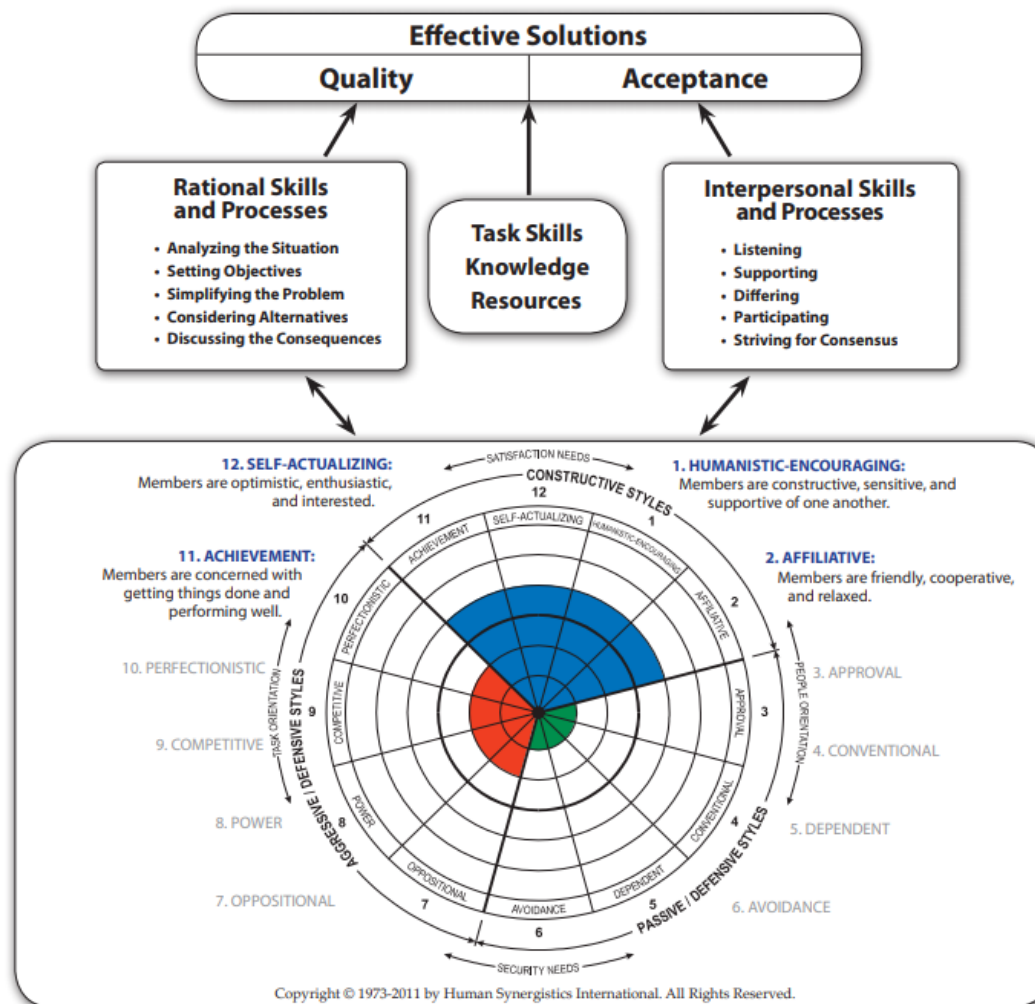
Changing the World –
One Organization at a Time™

Copyright © 1971-2021. All Rights Reserved.

Research and Development by:
Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.

Synergistic Problem-Solving Model

Synergy occurs when the interactive efforts of two or more people have a greater impact than the sum of their independent efforts. Synergistic problem solving is achieved when groups maximize their use of available resources, knowledge, and task skills by exhibiting Constructive (as opposed to Defensive) interaction styles. It is further promoted when members approach problems in a rational, interpersonally supportive manner.* The outcome is an effective solution—one that is both accepted by members and of higher quality than their individual solutions.



* Rational and interpersonal skills and processes can be assessed through the use of Human Synergetics' *Observer's Guide*. Constructive and Defensive styles can be measured using Human Synergetics' *Group Styles Inventory*™.



50 years

Changi
One Or

Copyright © 1971-2021. All Rights Reserved.



Research and Development by:
Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.

Thanks for joining us today!
For questions and assistance...

gasparotto.co

humansynergistics.com/en-ca

humansynergistics.com



Research and Development by:
Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.