



## Executive Team Workshop

### Today's Marketplace Challenge

In order to adapt to change by rapidly changing marketplace, organizations must find ways to unleash the performance of individuals and teams through stronger, more productive relationships.

Working relationships between managers and direct reports, among colleagues and across organizational silos are critical for long-term transformation as well as more finite change directives. The data, in fact, supports the exigency of relationships in today's marketplace:

**84%**

of employees work in a matrixed environment that requires team members to develop diverse relationships

**70%**

of employees said friendships at work are the most crucial element to a happy working life

**50%**

increase in employee satisfaction when workers develop close relationships on the job

**70%**

of the variance of team engagement is determined solely by the manager, highlighting the importance of relationships

Core Strengths' Relationship Intelligence (RQ) is paramount to help organizations meet these challenges with leaders prepared to drive performance. RQ equips managers to lead the ongoing workplace transformations required to deliver on new strategies, address competitive threats, meet evolving customer and employee needs, and remain resilient in the face of uncertainty.

## What to Expect

Core Strengths invites you and your fellow executive team members to a experiential, customized, workshop. In this workshop, you will master Relationship Intelligence (RQ), envision the impact it can have on transforming your organization, and learn how it can integrate into and complement your existing Learning and Development efforts.

During your team's session, a Core Strengths master facilitator will conduct a series of activities to help participants understand the proficiency of the SDI 2.0 assessment and the Platform. Additionally, you and your team will learn same-day application of the platform's real-time insights to improve interactions, prevent conflict, and build resilient relationships among team members.

## Extend Your Learning Beyond the Classroom

During this tailored workshop, your team will discover how to:

- Communicate effectively with your colleagues so you can achieve mutually beneficial results for your organization
- Utilize healthy opposition instead of triggering unproductive conflict
- Increase people's commitment to and responsibility for achieving shared outcomes
- Assume a greater sense of ownership for producing results
- Co-create a plan to integrate Relationship Intelligence to drive business objectives
- Gain an understanding of how Relationship Intelligence can drive an ROI for their organization



ExxonMobil



Raytheon



amazon



RioTinto

## The Power of Core Strengths

Core Strengths helps companies like ExxonMobil, Amazon, Apple, JPMorgan Chase, and 100s more utilize the Strengths Deployment Inventory 2.0 (SDI) and cloud-based Platform to effect positive change across the organization.

Leaders, managers, and teams use it to:

- Unite change efforts across matrixed teams and departments
- Improve one-on-one coaching conversations between leaders and their teams
- Provide the entire organization with real-time mobile access to RQ to help improve interactions and drive results
- Positively impact the strategic partnerships between business unit leaders and their business partners
- Align and inspire teams to introduce a new way of working (without hours in the classroom)
- Increase collaboration through healthy opposition using individualized communication styles
- Create greater connectedness among team members through shared understanding of individual and team intelligence

