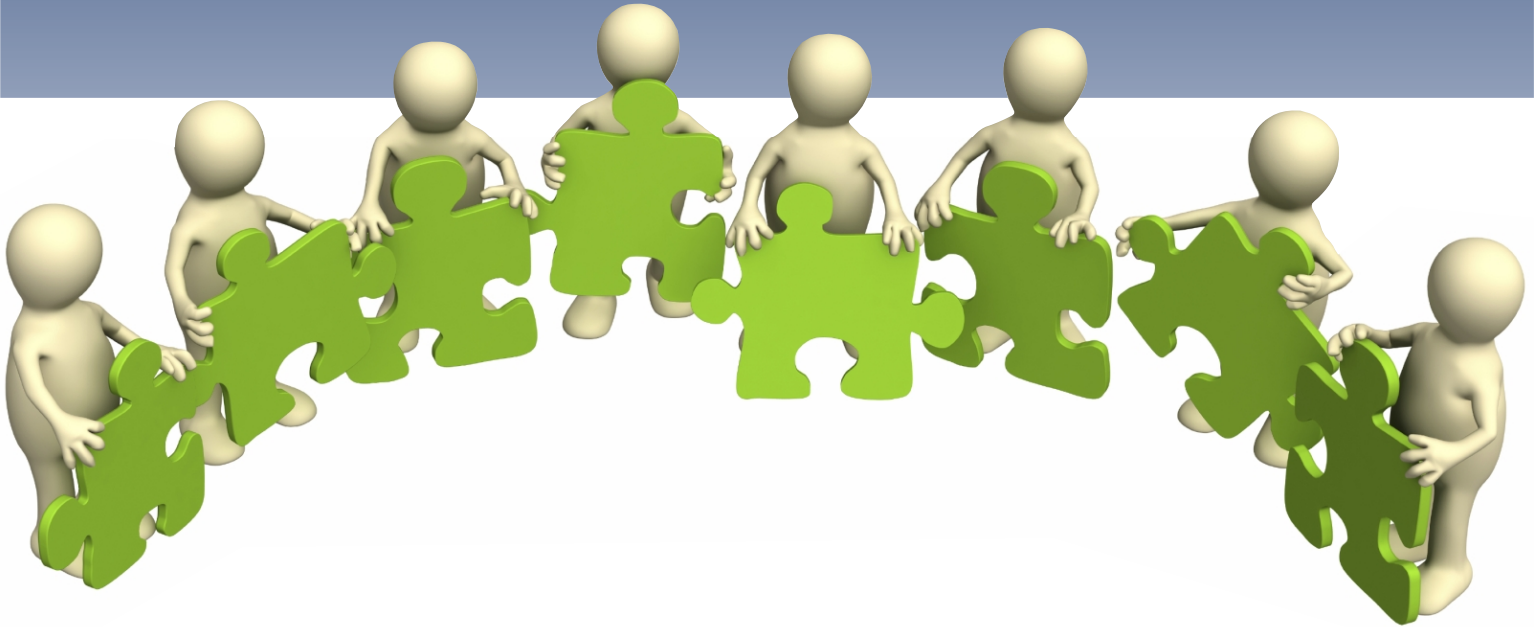


GROUP DYNAMIX™

Bringing People Together!



WHETHER YOUR ORGANIZATION works in “teams” or “groups” or “departments,” getting diverse personalities to work together has never been a more difficult challenge than in our current working climate. Increased competitiveness, stress, and negative perceptions can sometimes stop employees from seeing the best in their coworkers, enjoying coming to work each day, and achieving all that they can.

GROUP DYNAMIX™ is designed to bring out the best in your workplace culture by allowing each person to discover their own strengths and weaknesses in a safe environment. At the same time your managers will discover how to most effectively “manage” each employee rather than expect employees to conform and change to the manager’s style.

All participants will realize what’s really important, be challenged to think of others, to respect their workmates, and to give their absolute best every day.

GROUP DYNAMIX™

Let's face it...

Getting diverse personalities to work together has never been a more difficult challenge than in our current working climate. Increased competitiveness, stress, and negative perceptions can sometimes stop employees from seeing the best in their coworkers, enjoying coming to work each day, and achieving all that they can. Attitudes of encouragement, kindness, respect, and a willingness to go the extra mile for colleagues and customers is becoming rarer - even in the most employee-conscious companies.

GROUP DYNAMIX™ is designed by nine-time entrepreneur and business psychology expert Paul Endress to bring out the best in your workplace culture simply by dedicating a few hours to a proven process, and allowing each person to discover their own strengths and challenges in a safe environment. At the same time, your teams gain insight into what's really important and they will be challenged and motivated to think of others, to respect their workmates, and to give their absolute best every day.

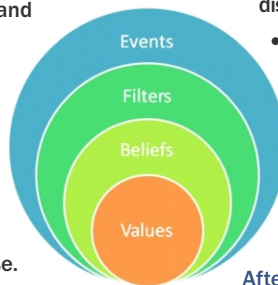
Understanding why people do what they do...

Have you ever wondered, "Why do they do that?" Sometimes behaviors seem self-destructive and counterproductive, but everyone has reasons for doing what they do (whether they understand them or not!). Each person has a different way of seeing the world and interpreting events and communications based upon their individual "Personal Perspective." This perspective drives them at an unconscious level and makes them who they are. Without going into details here, the perspective is composed of:

- **Events** - What else do they know that is similar to this?
- **Filters** - What information do I allow into my perspective? Generalizations, deletions and distortions.
- **Beliefs** - A certainty about what is true and false. Includes flexible rules and exceptions.
- **Values** - What is most important to someone? They are arranged in a flexible hierarchy.

Our natural tendency is to use our own Personal Perspective to communicate; but truly effective teamwork, customer service, sales, and communication result when we learn how to adapt to and use the Personal Perspectives of other people. Moreover, the great thing is that it's easy to do once you know how.

During your GROUP DYNAMIX event, each person will discover their own Personal Perspectives and learn how to uncover the perspectives of others.



The GROUP DYNAMICS philosophy...

We believe that: *"Most people are doing the best they can with what they have. To get better results, help them uncover additional resources."*

Using computer-generated visuals and sounds, speaker-audience interaction, interactive surveys, group role playing and other exercises, this fast-paced program empowers people to realize what they already know and discover new insights and skills that they can put to use immediately.

How we deliver results...

Before the program:

- An initial consultation with management to uncover unique challenges the group is facing and develop specific outcomes for the program. Your group may not have any pressing problems and just needs a refresher.
- Discover the existing leadership and interaction structures of the team. This is done using an online assessment which is completed prior to the workshop, and then supported with live group exercises.

During the program:

- Each person will uncover their values and beliefs and learn how they impact themselves and their interactions with others. Some of these will be shared with the group in a safe environment and this will lead each person to understand why other people are doing the things they are doing. One of the common outcomes of this is that team members discover that there are other people like them and that they are "ok."
- The group will learn how the Personal Perspective works and show them how to use it to get better results and to interact with each other in a more resourceful manner.
- Each person leaves with a Personal Action Plan that they can use to implement their discoveries
- If time allows, develop high level group values and beliefs that can be used to resolve conflict, unify and motivate the entire group.

After the program:

- Deliver to management a Management Solutions Study with detailed reports showing the personality and behaviors of each team member along with specific steps that can be taken to manage each person and the entire group more effectively. This can also include an optional Team Balance Table that shows the interactions between the members of the group.
- Post-conference consultation to consolidate results and answer questions.
- An optional three-month follow-up program where the group shares and challenges, more advanced concepts are taught and new objectives are set.