



A Leadership Development Opportunity!

“Developing Leaders Advanced - Teambuilding”

A special 4-month program is designed to develop advanced leadership skills for teambuilding. During this program, we will introduce Patrick Lencioni’s approach to teambuilding, referencing his book, Five Dysfunctions of a Team. Following his model, participants will experience three assessments to identify styles, strengths, and approaches that can be used back in your agencies to build positive, high functioning teams. The cohort is perfect for graduates of our MVNC *Developing Leaders* series, as well as for those seeking to further develop management skills.

FOUNDATIONAL COURSES

- Building a Foundation of Trust – February 27
 - Addressing Conflict Effectively – March 27
 - Achieving Commitment & Accountability – May 1
- Getting Results & Building Your Leadership Development Plan – May 28

ASSESSMENT TOOL

- Myers Briggs Personality Indicator, Step II

At each session, participants will receive tools, resources and templates that can be readily applied back in their agencies. A full leadership development improvement plan is developed with the facilitators at the end of the program, along with resources to support ongoing growth. Registration fee includes cost of assessment and all materials.

Registration Fee: 4-part series just \$350.00

All sessions held in person 8:30 a.m. – 12 noon
at the Business Solutions Center

Register & pre-pay online by **February 14, 2025** at www.mvnonprofitcollaborative.org/events

Questions? Contact Jenny Warner at info@mvnonprofitcollaborative.org or 937.477.2438

Another **affordable, accessible** opportunity offered through the MVNC

Seats are limited, so register today!

Building a Foundation of Trust

During this session, our Program Manager, Lindsay Pitstick, Certified Gallup Strengths Coach, provides an overview of Patrick Lencioni's Five Dysfunctions of a Team. We'll explore the 5 components to an effective team and complete a team effectiveness assessment for your own work team. We'll consider the importance of building trust and explore methods of doing so, particularly through the use of the Myers Briggs Personality Indicator, Step II, facilitated by Christy Schaub, Leadership Development Training Consultant and Facilitator. Participants will receive their assessment results and many handouts to better understand how to dispel misperceptions that could jeopardize trust in your work team.

Addressing Conflict Effectively

During this session, we will explore how the fear of conflict can negatively impact the healthy functioning of a team. Utilizing the results of the Myers Briggs Step II assessment, Jenny Warner, Executive Director with MVNC and certified Myers Briggs facilitator, will help participants better understand their own natural conflict style and learn how to adapt that style according to the needs of the situation.

Achieving Commitment & Accountability

In this session, Christy Schaub will help us understand how lack of Commitment and avoidance of Accountability can detract from healthy team functioning. We will explore why Patrick Lencioni believes that commitment can only be gained once healthy conflict resolution is being modeled on a team. Finally, we'll work to understand how all team members can effectively contribute to team accountability.

Focusing on Results & Developing Your Leadership Plan

To wrap up our program, we'll explore Lencioni's approaches to collective team achievement of results. Lindsay, our Program Manager, will guide attendees in small groups to build a profile of their team's strengths, values, and interests, as well identify an area on which to focus their own ongoing professional development.

In the program, participants will receive assessment results, tools, resources and templates that can be readily applied back in their organizations.