

# BUILD PERFORMANCE

## Remove Dysfunction in Teams

- Build the right team
- Break down silos
- Make the right hire for the team



### Breaking the Team Performance Code - With Deep Insight

Your company's performance is only as strong as the performance of your teams. Only Lighthouse Consulting Services has a data-driven process that provides the insight and advice you need to form and tune each team for maximum performance.

### Get the Keys that Unlock the Secret to Team Performance

- An in-depth analysis of the work style personality of each team member
- Advice on the best strategy for the team, based on the personality assessments and role of the team
- A team-building session with the team to share test results and how to work best together



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### Using the TeamView Service™ to Get the Most from Complex Teams - Domestic and International

Teams either make your company soar. Or crash. Or limp along in mediocrity while the competition eats your lunch.

Individual members are frequently very dissimilar. They struggle to communicate and relate. Diversity on a team is actually a good thing IF the personalities mesh. This is where the LCS TeamView Service is invaluable.

### The In-Depth Work Style and Personality Assessment with Thought Flow Chart

Each person has a work style personality that defines how they work best with others (or not).

So, LCS starts here. Each person on the team takes an in-depth personality assessment test that gives insight across 16 characteristics to give a sharper picture of the individual. Most personality tests only cover 4-8 characteristics.

Then LCS assesses the test results and maps the scores to a LCS Thought Flow™ chart showing the relative score of team members for critical criteria. At a glance you and LCS see the potential issues.

### Advising and Crafting the Strategy

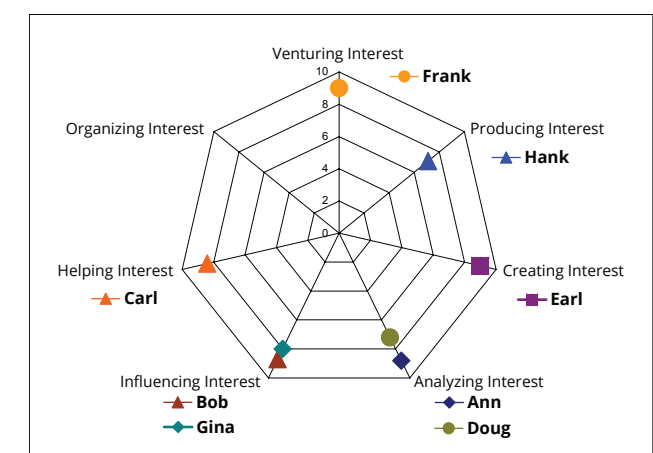
An LCS principal reviews the test scores and Thought Flow chart with you. Together you'll decide how best to structure a new team, or boost the team work of an existing team. The strategy will be driven by data and expert analysis, not gut instincts. See below for example of a Thought Flow Chart.

### Building the Team from Individuals

LCS next turns its attention to the team members. LCS principals conduct a team-building workshop that builds understanding, trust, commitment, and accountability. Team members gain insight on how the others think and how to approach each other cooperatively.

For teams located in Southern California, LCS can conduct the workshop in person. For elsewhere in the U.S. and world, LCS will conduct the workshop remotely.

After the workshop, we suggest the client conduct at least two follow-up meetings with the team members to ensure the commitments are being met.



Example: The LCS Thought Flow Chart

Thanks to the Lighthouse TeamView Service™ this team at ABC Company was able to understand how best to communicate with each other. The second row in the table shows the predominant characteristic of each team member. Through the workshop the individuals learned how best to communicate with each other based on their characteristics. LCS helped the CEO, Hank, to see that his team was relatively well balanced, and how he can communicate best with team members.

Ann	Bob	Carl	Doug	Earl	Frank	Gina	Hank
Analyzing	Influencing	Helping	Analyzing	Creating	Venturing	Influencing	Producing
Venturing	Venturing	Venturing	Venturing	Influencing	Producing	Helping	Analyzing
		Analyzing	Producing		Influencing		Venturing
			Influencing		Analyzing		Creating
			Creating		Helping		Influencing
							Helping
							Organizing

- Definitions**
- Producing:** Objective/goal-oriented and wants to see visible results for their efforts.
  - Creating:** Brings innovation or a creative flow into a situation and a need to express ideas.
  - Analyzing:** Needs data in order to move to the next stage and likes to uncover any information that may be missing.
  - Influencing:** Sales/marketing-oriented and attempts to convince or persuade others to gain a specific goal or objective.
  - Venturing:** Strives to take the hill and make the situation win-win for everyone.
  - Organizing:** Procedure-oriented and likes to track data or projects and has a need to bring orderliness into a situation.
  - Helping:** Endeavors to get everyone on the same page along with encouraging everyone to feel good about a project or task.