

REPAIRING A DYSFUNCTIONAL TEAM

Summary: Occasionally a team becomes mired in conflict, lost sense of purpose or cohesiveness and requires remedial assistance. This custom workshop will utilize structured techniques to bring issues to the surface, explore corrective paths, and develop action plans to restore team performance.

Format: Two day workshop



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Joel DiGirolamo has over 30 years of staff and management experience in Fortune 500 companies. He has a BSEE, MBA, and an MS psychology degree and is the author of the book Leading Team Alpha and the award-winning book Yoga in No Time at All. The combination of his diverse work experience and education enable him to relate to individuals at all levels and positions of any organization in any region of the world. His broad experience has allowed him to successfully lead and participate on teams of individuals with unique backgrounds and various motivations. Joel has been a keynote speaker at several international conferences, is a member of the American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM). You can contact Joel at joel@jdigiolamo.com or +1-859-539-6882.

Elements:

Vision, mission, goals, alignment with organization
What's working, what's not
Emotional safety
Team models
Constraints, boundaries, culture
Member satisfaction
Resources: people, time, knowledge, skills, abilities, information, equipment
Task vs. process time
External forces, intergroup relations
Communication, interaction, information
Size, geography
Motivation
Metrics
Decision processes

ASSESSMENTS

Turbocharged Leadership uses many objective, scientifically validated assessments for team training, leadership and employee training and self-development, and organizational development.

- Myers-Briggs Type Indicator (MBTI)
- DISC
- Emotional Intelligence (EQ, MSCEIT)
- Five-factor Model (NEO PI-R)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- California Psychological Inventory (CPI)
- Mindfulness
- Maslach Burnout Inventory (MBI)
- Strong Interest Inventory
- Campbell Interest and Skill Survey
- Watson-Glaser Critical Thinking Appraisal (WGCTA)
- Wonderlic Personnel Test (WPT)