

TO THE HEART OF INSPIRED AND INTEGRATED TEAMS

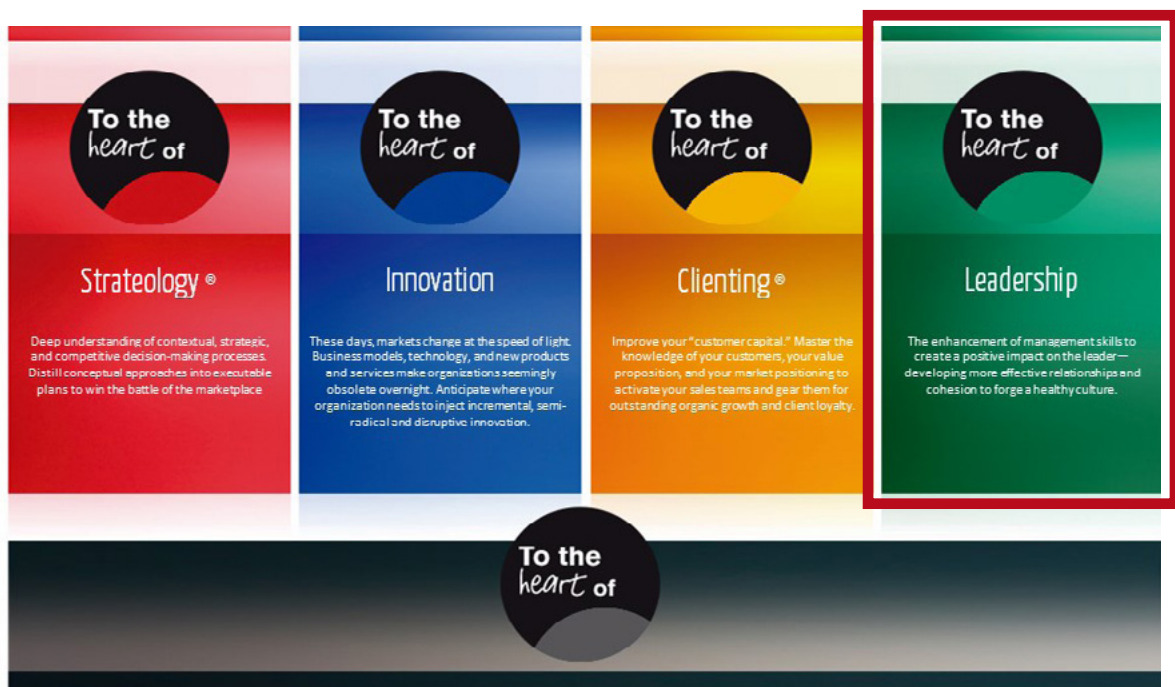
IS YOUR TEAM A RESISTOR OR AN ACCELERATOR?

It is unusual to come across “perfect” individuals in business but at times you may have seen teams operating in a flow. The competitive landscape changes so rapidly that business can no longer exist without a top performing team.

However, being a team is not a value. It is a strategic choice.

Unleashing exponential potential from teams is not an obvious work. It is a task that business leaders need to become masters at.

Understanding the methodology and distinctions of the program, will help design, integrate, manage polarity and conflict, align and instill a deep sense of financial performance, passion, purpose and ultimately victory.



MAIN BENEFITS

Understanding team leadership, your personal profile and how it influences your team leadership styles.

Healthy and unhealthy team leadership styles.
Mature and immature leadership.

Deep appreciation on how teams operate and how to motivate, drive hunger for performance and complicity.

Lead with Care-Frontation. Conflict is a tool to manage team growth. We will deeply understand the core of conflict and how to use it to enhance team performance and creativity.

Decision making process. Understand the process, remove barriers and introduce effectiveness in team decisions. Elements of decision, process and stakeholders to make decisions "executable".

Organizations are living organisms. Understanding the phase of development of your organization. Each phase needs a specific team leadership style and process.

Communication. We will dive into the processes, mechanisms and emotions that facilitate either building bridges or raising walls in teams. Deep conversations are at the core of relationships.

Structure, schedule and dynamics of powerful meetings.

WHO SHOULD ATTEND THIS PROGRAM?

Presidents, CEOs, general managers, vice-presidents and directors.

Board of directors and executive committee's members. Financial executives, marketing, human resources, trading partners, sales, business development, client management and strategy executives.

Consultants, University professors, Coaches.



CONTENT AND AGENDA

SESSION 1: PERFECT INDIVIDUALS DO NOT EXIST

As our personality is chiseled, so you sculpt your team. The four dominant styles and how they influence your view of the world. Diagnosis using Directive Style assessment. Human needs: the six "fuels" of motivation. The team is a space where our needs are fulfilled ... or challenged. Understand the different motivational structure maps, multiple sequences and how to adjust team leadership. Transforming fears into cohesion. Healthy and immature personalities. Behavior pathologies. Risk factors. Trust at the core of the team. Vulnerability and authenticity.

SESSION 2: TEAM WORK. TEAMS IN ACTION. HEALTHY CULTURE ORGANIZATIONS

Winning the minds and hearts of the team: unlocking discretionary effort and how to create strategic value with your leadership. Value for effort methodology. Care-Frontation and conflict management. The conflict as a source of growth. Manage polarity to create third realities. Inducing healthy conflict to provoke change. Adversity as energizer of progress. Decision making process. Decision is a process with different phases. Emotions play a significant role in decision making: understand what emotions and in what phases interfere in the decision making process. Top down and bottom up communication flows. Structuring teams to facilitate both flows simultaneously. Democracy in decision making, dictatorship in execution.

SESSION 3: DIFFERENT STAGES IN THE LIFE CORPORATE CYCLE, DIFFERENT TEAM DESIGNS

Integrating flexibility and control a non-obvious equation. Normal, abnormal and pathological problems. Team design as a trigger point for organizational growth or aging. Different stages of evolution and different team's configuration to nurture a never aging culture.

SESSION 4: TEAMS IN ACTION. GREAT LEADERS MOTIVATE THEIR TEAMS AND MAKE THE DIFFERENCE

Design your transformation initiatives. The four levers to unleash team change. Progress or Resistance: Three powerful tools to create transformation in your team and organization. The 3 Ss: State, Story and Strategy. Ensure the implementation. Metrics and deep indicators. Good management committees and meetings. Managing the decision process bottom-up and top-down and keep both flows simultaneously operating.

SESSION 5: TEAM PURPOSE AND CALLING.

The path to Greatness and Meaning. Golden circle and the search of the "why" of your business. Care and Core: results and performance sustainability is not as obvious as it seems. Connect and elicit your team purpose and mission (workshop) to create a legendary organization.

SESSION 6: COMMUNICATION AND RAPPORT

Governance and Meetings: agendas, frequency and participants. Deep bonding and personal chemistry. How to build bridges and knock down walls. The dual game of affirmative character and caring for relationships.

SESSION 7: GENERATIONS POTENTIAL CLASH AHEAD

Facing the challenge of leading creative minds, highly qualified professionals and new generations (Millennials, Facebook generation). The different emotional patterns and career expectations. How to capture the minds and hearts of Millennials. Value for effort design for Millennials.





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ENTREPRENEUR · GLOBAL EXECUTIVE · MANAGEMENT ADVISOR AND CONSULTANT · SPEAKER · AUTHOR · EXECUTIVE COACH

Our purpose :

- Educate in business
- Inspire to action
- Connect with Greatness



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I Interest

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 INNOVATION VALUE CONSULTOR EXECUTION PEOPLE PROCESSES CULTURE MANAGEMENT
 MOTIVATION PERSONAL DEVELOPMENT ENTREPRENEURSHIP PLANIFICATION LEADERSHIP

