



## Leadership Team Assimilation

KC Consulting's Leadership Team Assimilation helps executives achieve improved team performance and strengthen team dynamics. Our process includes the use of several specialized psychometric tools to provide key insights into an executive team's strengths and potential development areas.

### What Triggers the Need for a Leadership Team Assimilation?

*A new leader and/or new team member(s) join an existing team*

*A new executive team is created as a result of an integration or merger*

*Lack of clarity within leadership team regarding roles, key accountabilities, and decision-making*

*Conflict or underlying tension within a team is creating undue friction and impacting team productivity*

### How the Process Works

We begin by meeting with our client to understand the current business priorities and to gain a deeper insight into the current leadership team dynamics.

Next, we help you select your preferred psychometric assessments. These assessments will be administered to team members in advance of the team assimilation session.

Options include:

- ◆ **Workplace Big Five Profile™** — a specialized assessment that provides information on an individual's personality traits, which clearly explain work-related behaviors and provide insights into work styles and preferences

- ◆ **FIRO-Business® Instrument** — an interpersonal skills assessment highlighting an individual's interpersonal needs in three areas that affect work relationships: Involvement, Influence, and Connection

- ◆ **TKI® Conflict Mode Instrument** — an instrument that assesses an individual's behavior in conflict situations, providing an understanding of one's preferred conflict-handling style

Once team members have completed the assessments, we will generate both individual reports as well as overall team profiles for each assessment.

As the final step, we will facilitate the Team Assimilation session, including these key components:

- ◆ Overview of each assessment tool and the theory on which they are based
- ◆ Sharing results of individual and team profiles
- ◆ Exploring impact of team member behaviors on team dynamics
- ◆ Alignment on team commitments and ground rules moving forward

### A Path to Improved Team Performance

Through this objective and focused process, we can provide you with a much more accurate and balanced view of how you are performing as a leadership team.

#### BENEFITS OF KC CONSULTING LEADERSHIP TEAM ASSIMILATION

- ◆ Provides comprehensive insights into the team's leadership behaviors, the impact of those behaviors on others, and strategies to strengthen their own team performance
- ◆ Identifies team members' conflict management styles, potential challenges associated with those styles, and strategies for managing conflict as a team
- ◆ Accelerates team cohesiveness, resulting in enhanced leadership effectiveness and constructive team dynamics



KC Consulting is certified in multiple psychometric tools, including Workplace Big Five Profile,™ FIRO,™ and TKI® assessments.

To learn more, please contact us.

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