



## **Off-the-Shelf Training and Development Team Alignment Meetings: Forest Service**

**GLI helps teams adapt to their current reality:** Gilburg Leadership Incorporated (GLI) has been working with leaders from the Forest Service for close to 20 years. In that time, we have supported leadership teams in their efforts to improve performance, strengthen relationships, and respond to the numerous challenges they face. In all of these projects, we offer an approach for how teams can strengthen their interactions with each other, employees, and/or stakeholders in service to accomplishing the work at hand.

**GLI's Leadership Team (LT) Alignment Meetings:** Our standard training fosters the following:

- Increased trust and strengthened relationships
- Collective naming of the “current reality” all are in together—the state of the unit, what’s working and what’s not
- A common understanding of the “desired future state” team members want in the workplace, while honoring the past and bringing the best forward
- Robust learning and application of individual team member personality preferences, and its connection to the overall team profile; how members’ differences can compliment one another and support over all team function
- Increased team capacity to make sense of and strategically address the complex and inter-related information that comes before them
- Identification and implementation plan of high leverage behaviors, norms, agreements and/or guiding principles that will move teams closer to what they want
- Where appropriate, application of models, tools and methods that will support a team’s growth toward a particular goal (e.g. more effective interpersonal communication)

### **Three-day meeting progression:**

#### **Pre-Meeting**

- Interview each team member in a confidential, 1-1 conversation to:
  - *Determine Deep Type®:* Arrived at through an interactive conversation, the Jungian-based Deep Type® process provides insight into a person’s natural, hard-wired preferences, strengths and limitations, and default behaviors in various situations.

- Akin to the Myers Briggs Type Indicator, this type-confirming conversation is invaluable in providing a common language for discussing compatibilities and tensions among people on a team.
- With increased understanding and a common language around personality traits, team members can enhance their working relationships, and develop team norms/strategies that play more effectively to the strengths of its members.
- *Team/Work Environment Current Reality Assessment*: Provide each team member with a series of questions designed to draw out the current status of the team and what they need most from each other, their work environment and their supervisor(s).
- Create a non-attributed report of all the responses to the interview questions and provide the Supervisor(s) with a copy prior to the meeting so that they can be prepared to share a measured response to any direct feedback contained within the report.

### **Meeting Components**

- All team members will review the interview report and collectively identify critical issues that, if addressed, would improve the functioning and outcomes of the team.
- Through Deep Type® review, the group learns more about each other's individual strengths and limitations, as well as assess the team's profile — identifying where there is diversity and/or commonality among the team members, how this collective profile can impact team performance, and what strategies will elevate performance and compatibility
- Throughout the meeting, we will create high leverage actions and/or clearly defined team agreements to support the team getting more of what it wants. This might include agreements on how to work together and/or defined principles the team agrees to adopt that will guide individual actions

### **Meeting Follow Up**

It will take time and intentional, ongoing investment for team members to adopt new behaviors and interact differently. To aid the team, we provide two additional hours of GLI consultant support (by phone or other virtual mode). The Supervisor and/or team will determine how this time gets allocated.

### **COST:**

- Costs will vary based on number of team members and length of the meeting
- GLI will only contract for Team Alignment Meetings that meet for a minimum of two days and we recommend three days to achieve the outcomes listed above
- Client is responsible for venue, A/V, and participant travel expenses

**Contact us to learn more about our Team Alignment Meetings!**

### **Contact Information**

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**References provided upon request**