

“Teambuilding Workshops” (1+ days)

LeadingLeaders LLC

WHY YOU SHOULD ATTEND	PROGRAM OVERVIEW
<ul style="list-style-type: none"> To improve relationships between supervisors and employees, between service providers and clients, and between agencies and organizations. To improve mission performance by aligning priorities, by having a clear understanding of duties and responsibilities, and by demonstrating respect for and between all stakeholders. 	<p>Whether a new office has been formed on a large and complex project or an existing office is struggling with relationships within or between supervisors, employees, and clients, it is very helpful to dedicate focused time in a team building workshop for one or more days.</p> <p>The workshop is used as a reset to begin to address the root causes of negative relationships and how to establish positive relationships.</p> <p>Through my many experiences as a military officer of 29 years, working on non-profit boards, consulting in private companies, as a sole proprietor, as a CEO of a startup, and the past 13 years of teaching, coaching, and facilitating, I will provide you with support to identify the root causes of the discontent with each other, the poor processes, and other distracting elements.</p> <p>My preparation for the initial teambuilding workshop is key in identifying the positive and negative themes in the office or organization and then bringing people together to have hard, but meaningful conversations. I start by interviewing all workshop attendees 30-45 days before the first workshop to build some trust and have confidential conversations. From these interviews the themes are identified.</p> <p>At the first workshop, the agenda will include some icebreaker exercises, yet focus on talking about the negative themes and what can be done to improve behavior and performance. Once action items are identified, each item is assigned a lead or co-leads and a due date. We only identify the most critical items and do not overwhelm the workshop.</p> <p>After the workshop concludes, there will be follow up phone/virtual calls with the senior leaders at 30- and 60-day intervals and additional in person workshops will be scheduled to maintain momentum and progress.</p>
WHO SHOULD ATTEND	
<ul style="list-style-type: none"> Newly formed offices or teams on complex or urgent projects and programs. Organizations or offices with a toxic work environment. Organizations with a lack of respect and connection between supervisors and employees. 	
INSTRUCTOR BIOGRAPHY:	
<p>Rear Admiral Michael Giorgione (Ret.) served for 29 years in the Navy’s Civil Engineer Corps and retired in 2010. He is the founder of LeadingLeaders, a leadership development and executive coaching firm. In October 2017, he published his first book: <i>Inside Camp David: The Private World of the Presidential Retreat</i>, and in October 2020, Mike returned to a leadership and business position as the CEO of LeanFM Technologies, Inc., a PropTech start-up that specializes in data-driven analytics of building HVAC systems. Mike is a 1981 graduate of the U.S. Naval Academy, has a master’s degree in civil engineering from Penn State, and business certificates from Duke University and the University of North Carolina. He is a registered professional engineer in the Commonwealth of Pennsylvania, is a Fellow in the Society of American Military Engineers and is past Chairman of the Board of the Seabee Memorial Scholarship Association.</p>	
COURSE POINT OF CONTACT	Michael A. Giorgione, mike@leadingleaders.org , 619-495-7983