Tools Guide

# Compelling Purpose

**Purpose Quick-Start.** A simple tool that allows anyone in your organization you choose to share insights, ideas, and inspiration to help uncover the business's compelling purpose.

**Leadership Retreats.** Discovering and articulating your organization's purpose is not as lofty as it sounds. We'll facilitate a retreat with your leadership team to generate and uncover new possibilities that can energize and propel your organization to move into a future of optimized performance and continuous improvement.

Like no two organizations are the same, nor are any two retreats. We'll partner with you to find the best design and timeframe for your team's goals. Many of the tools we use can help guide and inform portions of the retreat – here are a few of them:

* **Everything DiSC Work of Leaders:** With a unified leadership model—vision, alignment, and execution—Work of Leaders® focuses on helping leaders understand their own leadership styles and how their tendencies influence their effectiveness in specific leadership situations. The workshop connects unique leadership styles to real-world demands, focusing on tangible steps to effectively move an organization forward.
* **Five Behaviors of a Cohesive Team:** Five Behaviors of a Cohesive Team® has the simple goal to help people discover how to build a truly cohesive and effective team. Based on Patrick Lencioni’s best-selling leadership fable, the 1- to 3-day team training guides you and your team through The Five Behaviors™ model so you can establish a foundation of trust that creates better results for the organization.

**Company Summits.** Company summits get your people out of the day-to-day and in a space to "freely focus" and think creatively about solutions, improvements, and new possibilities. With our facilitation, large groups stay focused on tasks or challenges too complex for a single team to tackle, generating powerful & positive results.

* **Appreciative Inquiry Summit:** Appreciative Inquiry is an action-oriented planning process that focuses on what a team knows to be possible based on past positive experiences. The summit follows its “4-D” model: *Discover* the factors that energize the team; *Dream* up the future based on what we know is possible; *Design* the norms, values, structures, and strategies to get to the best future; *Deploy* the new future with action steps.
* **Design Conference:** A diverse set of stakeholder groups engage in powerful, iterative design sessions during a Design Conference. Based on organizational experience, the large group assesses events and trends, identifies customer needs, analyzes relationships and systems at play, and creates a plan for an ideal organizational design.
* **Future Search:** Design around Kurt Lewin’s concept of action research, a Future Search brings together diverse stakeholders to discover solution to a complex or large-scale organizational challenge. We facilitate the group through meaningful discussions over a 3-day session to generate solutions and ownership of results.
* **Open Space Technology:** When a team or organization needs to be renewed or reenergized, Open Space Technology provides a platform for high-level engagement from a large group to share ideas and ideals. Open Space forums are structured in a way that generates ideas for change as dialogue increases energy and channels productivity.