

WFH = WTB

Many of us aren't headed back to the office any time soon. Whether as a leader you think that's good or bad news, there's no question **Working From Home (WFH)** requires **Working Together Better (WTB)**.

BrightWays has designed three affordable remote workshops – all based on taking an insightful 360-degree view – designed to help you and your team WTB.

With custom content, engaging exercises, loads of resources, actionable takeaways, and plenty of laughter, BrightWays workshops consistently earn **4.5+ OUT OF 5** from participants.

What do we get out of the WTB remote workshops?

Teams that WTB are poised to deliver higher performance – faster and more reliably – while feeling greater satisfaction (think: retention!). See chart on next page for more positive outcomes.

Here's what BrightWays clients say:

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“Amy, your workshops helped my leadership team improve our clarity, collaboration, and performance beyond measure.”

VP, Fortune Global 200 company

“I am a better leader because of my 360 with you. It was an invaluable experience. I'm growing again in ways that really matter to my team and advance my career.”

SVP, Marketing Department

“The workshop was incredibly helpful in exploring the communication styles of others and building the kind of team spirit we so want and need so badly right now. It was super-practical, and I can already see how it will help us work together better as a team.”

CEO, PR Agency

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How much do the WTB workshops cost?

Starting at just \$1,500, BrightWays workshops are priced for COVID-era budgets. See next page for details.

What are the WTB workshop options?

1 Comms360

There's no doubt *communication* is a key aspect of WTB. Using DISC, a powerful assessment tool of behavioral preferences, BrightWays helps your team members understand their own communication styles and then, applying real-life examples, shows them how to communicate with one another most effectively – especially under stressful/remote conditions. Plus, you'll see how the team stacks up as a whole, revealing hidden strengths to leverage and potential gaps to fill.

2 Team360

BrightWays finds the *function* in Patrick Lencioni's renowned “Five Dysfunctions of a Team” by taking a deep dive into your team's dynamics to assess how well they create trust, commitment, productive conflict, accountability, and results. This Lencioni team assessment and BrightWays workshop scratch beneath the surface to reveal authentic “ah-ha's” and create practical solutions that help your team WTB.

3 Leader360

Ever wondered how you're doing as a leader in the eyes of your team? What are your superpowers? Where do your next-level opportunities lie? High achievers want to know! Get an outside-in view from your team through a custom, confidential leadership assessment by BrightWays. We will be here to help you interpret the feedback results from your team, celebrate your accomplishments, and develop a plan for your continued growth.

SEE NEXT PAGE FOR MORE DETAILS!

BrightWays founder and principal Amy Calvin personally designs and leads the workshops – all of which are customized to reflect the needs, dynamics, and assessment results of each client team or leader.



BRIGHTWAYS
COACHING AND COMMUNICATIONS

How do I sign up?

BrightWays would love to work with you and your team. **Contact Amy Calvin** with questions or to schedule using the contact information at the bottom of the page.

WTB WORKSHOP	FOCUS AREA	360 ASSESSMENT USED	TIMING	WHAT'S INCLUDED	OUTCOMES	COST
<p>1</p> <p>Comms360</p>	Individual and team communication styles and skills	<p>Yes - DISC</p> <p>Individual and team reports and analysis</p>	<p>The workshops are 3-4 hours in duration</p> <p>Includes plenty of interactivity, breaks, and variety to keep it fun and engaging</p>	<p>Comms360 and Team360 include:</p> <ul style="list-style-type: none"> In-depth prep, including interviews with select leader and team members Assessment for each person followed by individual and/or team reports and analysis Custom remote workshop, including skilled facilitation, custom deck and materials, and hands-on exercises Helpful tools and resources to support ongoing learning Post-workshop participant evaluation. Results report is provided to team leader Co-created action plan for the team 	<p>In addition to the situational benefits of disrupting WFH monotony and showing the team you care about their growth, the workshops build skills such as:</p> <ul style="list-style-type: none"> Communication Feedback Conflict management Accountability Project management <p>Participation builds trust among team members as well as strengthening relationships and team engagement</p> <p>Your team will Work Together Better (WTB)!</p>	<p>\$2,500 plus \$250 per participant*</p> <p><i>*4-person minimum; sliding scale available for groups of 10 or more participants.</i></p>
<p>2</p> <p>Team360</p>	Team behaviors and performance	<p>Yes - Lencioni's "5 Dysfunctions"</p> <p>Team report and analysis</p>				
<p>3</p> <p>Leader360</p>	Leadership growth and development	<p>Yes - Custom Leader360 by BrightWays.</p> <p>Unlike most 360s, this one is distributed only to your team, so you get super-focused feedback you can incorporate and impact directly</p> <p>Includes individual report and analysis</p>	<p>The Leader360 process can be completed in as quickly as 4 weeks</p> <p>Leaders should plan to dedicate 4-6 hours of their time to the project</p>	<p>Leader360 includes:</p> <ul style="list-style-type: none"> Interview with the participating leader Self-assessment for the leader and an assessment for the leader's team members Detailed results report and analysis for the leader 2 executive coaching sessions to develop and support the leader's action plan and path forward Helpful supplemental leadership tools and resources 	<p>Leader360 results in transformational insights for leaders, including:</p> <ul style="list-style-type: none"> Accurate self-awareness, with practical self-management tools Personalized communication strategies Customized team leadership approaches Learnings that translate beyond your team to other stakeholders and advance your career 	<p>\$1,500 per leader</p>



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