

# 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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*“Working with Amy through workshops and other coaching has made my team more effective and focused. I can not only see the impact in our results, but I can hear the difference in how my team works together and interacts.”*

*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 remote workshops cost?

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

## What are the WTB remote workshop options?

### 1 Comms360

- *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.
- Then, applying real-life examples, we show them how to communicate with one another most effectively – especially under stressful/remote conditions.

### 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.
- Assess how well your team creates 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 AT-A-GLANCE WORKSHOP COMPARISON!**

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 information at the bottom of the page.

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



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