Sample Session: Team Check with LPP

Type:	Workshop
Style:	either onsite (as per example below) or adapted for online
Duration:	1 day
No. of participants:	6-12
	(for one coherent team based on the Team Check by LINC Personality Profiler)

Agenda for the day itself:

Check-in

Rules of Engagement

Brief Input on Personality

Status quo-Team analysis based on LPP TEAM CHECK

Deep Dive on Focus Topic for Team / Part I

Deep Dive on Focus Topic for Team / Part II

My Contribution to the Team

Now What?

Check-out

Participants will receive a PDF package with any relevant material & photos as documentation.

The following pages show the more detailed session plan.

Two quotes to remember:
One, 'A plan that cannot be changed is bad.' ~ Publilius Syrus
Two, 'Plans are nothing, planning is everything.' ~ Dwight D. Eisenhower

Sample Session - Team Check with LPP

The Texturalists

1 day

F2F

for one coherent team based on the Team Check by LPP

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	**Pre-Work: Individual Coaching Sessions**	Each team member has received their individual LPP report and factsheet and has gone through an individual coaching session to understand how they might want to make best use of the information in the report.	Please note:
			This sample session does not include details on length & time for the individual parts.
		These individual sessions are to preceed the team check and the 1 day session.	Also, any reference to the client or specific team has been deleted. The examples given below do not belong to the client but are examples to showcase.
		No further pre-work required.	
			Objective:
			Participants understand their own report and how to read their data.
			Create curiosity about the preferences of other team members.
00:00 0	**Welcome & Agenda**	Welcome by Manager	Objective: Feeling of an appreciated and warm Welcome
		Agenda for the Day (Susanne): Overview & Breaks, Safety Instructions, How to navigate the space	Clarity on how best to manoeuvre through space & time.
			Make participants understand that this is about their team check, and further work on alignment, decision making, connecting & collaboration will follow.
00:00 0	**Check-in**	What made you curious about today's session?	Objective:
		How will you contribute to today's session?	Everyone's voice is in the room.
		What do you need to manage your energies?	We tap into our emotional brain (elephant) instead of our rational brain (rider).
			Create positive and mindful attitude.
00:00 0	**Rules of Engagement**	Rules of Engagement:	Objective:
		• Listen to understand. Share to learn.	Alignment on ways of collaborating.
		• Be present. Be there for each other.	Creating safe space.
		• Agree to disagree.	Have common understanding of what we want to see as behavior and what we would call out if being breached.
		• Be respectful of our time & energies.	
		• anything else...? (example: Las Vegas rule: What happens in Las Vegas, stays in Las Vegas)	
00:00 0	**Brief Input on Personality**	Introduction to the topic of personality:	Objective:
		What is personality?	Understand better personality and behavioral preferences.
		Which building blocks does it consist of (character, motives, competences)?	Clarity on the power of motives.
		What added value do profile-based/dimensional approaches create compared to type approaches? Why is the topic of personality important for teams?	Insights into strength-based work.
00:00 0	**Status quo-Team analysis based on LPP TEAM CHECK**	Showcase Team Check & Playful exchange in plenary with the help of the BIG FIVE card game.	Objective:
			Recognise the different personalities in the team
			Understand areas for development
		Alternatively: Positioning the team members in the room along the 5 BIG FIVE dimensions	Experience on which dimensions the team is closer together and on which dimensions it is further apart.
		What do you notice?	The individual team members experience which dimension poles are closer to them and which are further apart.
		What surprises you?	
		What would you have expected?	
		What does that mean for you?	
		Plenary work.	

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
		Small group reflections (based on size of the team).	
		Plenary: Share and recap.	
00:00 0	**Break**		
00:00 0	**Deep Dive on Focus Topic for Team / Part I**	Focus topic according to the objective of the team training: Forming, Storming, Norming, Performing / Trust / Collaboration / Speed / Agility / Decision Taking etc. (to name but a few)	Objective: Reflect on the personal development potential of the team
		Work on development potential in small groups.	Create measures to become the "perfect team"
		Can be done as poster session to move from one topic to the next (depending on number of focus areas).	Share ideas and align on the most important items.
00:00 0	**Lunch**		
00:00 0	**Brief Energizer**		Objective: Bring energies back up. Run energizer that has a link to the topic of the session.
00:00 0	**Deep Dive on Focus Topic for Team / Part II**	Focus topic according to the objective of the team training: Forming, Storming, Norming, Performing / Trust / Collaboration / Speed / Agility / Decision Taking etc. (to name but a few)	Objective: Reflect on the personal development potential of the team
		Continue:	Create measures to become the "perfect team"
		Work on development potential in small groups.	Share ideas and align on the most important items.
		Can be done as poster session to move from one topic to the next (depending on number of focus areas).	
		Discussion in plenary	
		Agree or Vote on most important measures and ideas.	
00:00 0	**Break**		
00:00 0	**My Contribution to the Team**	Self-reflection	Objective:
		Work in pairs.	The team members reflect on their individual development potential in order to work even better as a team in the future.
		Speak out loud for accountability.	
		Take a look at your personal LPP PROFILE step by step and answer the following questions for yourself:	Link back to individual reports and also bridge to outcomes of the day.
		• In which competences and character traits am I well positioned for teamwork? In which less so?	
		• In which specific situations does this become apparent and what does it lead to?	
		• In which areas would I like to change? Which specific goals do I set myself? What specific measures measures will I take to achieve these goals?	
		Discuss your personal development goals with your partner. Get feedback from your partner (if desired) and, if necessary, think together about how you can achieve your goals.	
00:00 0	**Now what?**	Reminder: Walk-through the day with the items that were all adressed and worked on.	Objective:
		Outlook: Follow-up sessions, post-work etc.	Creating clarity for each other how everyone will contribute
		Question:	Create understanding on how the focus areas will be taken forward.
		What do I commit to do?	
		What do we commit to do next?	
		What do I/we need for both of the above questions?	
		Each share.....	
00:00 0	**Check-out**	What am I curious about the next steps / the weeks ahead?	Objective:
		How have I contributed to today's session?	Bridge back to beginning.

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
		What did I do to manage my energies as well as that of the team?	Get insights again on the emotional part of the brain (elephant) versus the rational (rider).
		Alternatively:	Get feedback on how they liked the session and what to focus on and improve next.
		What worked well (WWW)?	
		What would have been even better if (EBI)?	
00:00 0	**Post-Work / Bridge to next Session**	Send documentation to participants.	Objective:
		Align on debriefing call with leader.	Alignment with leader on next steps and any other needs.
		Depending on next steps and time for next session: Follow-up with exercise, article, postcast, video	Bridge to next session so that this is not a stand-alone.
			Create clarity on accountability for team and each member.

00:00

TOTAL LENGTH: 0m