



Building the Executive Team

~ Building Collaboration and Shared Vision in the Executive Team ~

- Specially designed for the CEO's (or MD's) top team where trust, collaboration and shared goals are key to the company's success
- Uses the MBTI® Step II Report to identify how team members relate with the CEO and with each other
- Often followed by "Executive Development" — coaching assignments for each executive team members

This 2 day programme enables executive team members to raise levels of trust and transparency and build a shared vision for the future. Team members profile their strengths and their potential pitfalls. Also, understanding the CEO's leadership style, and learning how to work with it is a key to success. Together, this creates the culture for a highly collaborative team focused on a commitment to shared business goals.

The key management skills and competencies delivered in this programme are:

- Appreciation of own assets and liabilities to the team
- Valuing and appreciating other team members
- Trust and transparency between members
- Understanding the CEO's style and expectations
- Collaboration and mutual support
- Commitment to shared business goals

Core Leadership Programmes

Moving into Management	Leading High Performance Teams	Strategic Leadership	Building the Executive Team	Executive Development
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Over the last 20 years Management Development Services Ltd. (MDS) has achieved a notable track record in Greater China, raising levels of effectiveness for leaders and sales professionals. Using the best assessment instruments available, we have created a series of outstanding core leadership programmes to address the needs of leaders at all levels in the organisation.

For more information about ***Building the Executive Team*** or any of our other programmes or assessment instruments please contact MDS at:

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Building the Executive Team

Before the executive team meets for the programme, each team member completes the MBTI Step II questionnaire and receives feedback on the report. This may be done as a half day team event or as individual feedback sessions with the trainer.

Day 1 —

Valuing Others — Building Effective Relationships

- Valuing the differences
- Spotlight on the leader
- Working as a team
- Building collaboration in the team
- The “5 Dysfunctions” and building trust
- Personal development plan for leadership

Day 2 —

Building Synergy

- Organisational culture in a VUCA World
- Exploring team and workplace culture
- The team’s strengths and weaknesses
- How the team affects company performance
- Building employee engagement
- Building a team action plan

Blended Learning

Blended learning ensures that the training produces new attitudes and behaviours in the workplace – and ensures clients get value for money.

Pre-course Preparations

- Pre-course Questionnaire (PCQ)
- Psychometric assessment: MBTI®
- Selected reading (short documents)

Post-course Learning Circles

A learning circle group is 4 – 5 people who formed a table team during the workshop. The learning circle lasts for 1.5 hours (4 learning circle groups in 1 day). These are powerful reviews which ensure:

- post-course workplace assignments are completed
- participants deepen and reinforce their learning
- new attitudes and behaviours are embedded in the workplace
- participants move forward with leadership development plans

MDS specialises in leadership development, executive coaching, sales effectiveness and assessment instruments. With this unique combination our great teams of leadership and sales trainers, executive coaches and course designers provide programmes which really boost your business performance.

