

## Service Description: **Divergent Thought-Life Facilitations**

### **Skill Level Code**

- Emerging and Advanced (see descriptions on the main page)

### **Overarching Benefit**

DTFs answer historical and right-now questions about who your personnel are in the form of thinking patterns and behaviors. They make planning, talent enhancement, and work-life satisfaction more predictable and manageable. The answers allow for advanced planning from day-to-day unit functionality to performance improvement to system development. The answers ultimately improve employee efficacy, retention, and cost-savings due to turnover, conflict, and elongated frustration with employee, leadership, and external relationships.

### **Primary Goals:**

1. Identify the primary thought patterns of company personnel.
2. Educate about pattern similarities and conflicts that impact work-life peace, productivity, organization, and innovation.
3. Facilitate real-life scenarios demonstrating improved leadership, collaboration, and communication opportunities.
4. Delivery of personalized thought life reports for future reference and team building.

### **What to expect:**

- Pre-facilitation online assignment
- Education about cognitive profiles and associated behaviors
- Targeted interactive and the creation of productive conflicts (used for illustrations)
- Personnel compatibility for future teams, projects, and task forces
- Debriefing
- Physical “blueprint” for conducting meetings, content development, and communications

### **Who should attend?**

- CEOs, Presidents, and Senior Leaders who want to enhance team effectiveness and collaboration
- Managers and Supervisors experiencing personality frustrations and resulting turnovers
- Senior HR, Talent & L&D Leaders committed to building cohesive cultures

### **Service Intervals:**

- 4 Hours – workshop
- 1 Day – Retreat
- 2 Day – Retreat

### **Value-Added Benefits:**

- Enhanced and more connected affinity groups
- Expanded sense of diversity within your workplace
- Increased volunteerism for new projects