



## TEAMS

# The Power of Mixed Teams

*The Power of Mixed Teams seminar is best suited for intact teams who work with one another on a regular basis. It can easily be adapted for team or project leaders.*

## The Problem:

Over 40% of the companies that were at the top of the Fortune 500 list in 2000 were no longer there ten years later. Why? Because they failed to innovate and stay relevant to their clients in a highly competitive environment. Technology continues to exponentially advance the innovation process, but how people work together in that process is dangerously outdated.

## The Solution:

There is a substantive body of research testifying to the fact that creativity requires a healthy balance of solitude and interpersonal interaction. Our modern workplace is dramatically out of balance—rewarding the social almost to the exclusion of any solitary creative endeavors. Teams can learn a great deal about restoring the right balance by embracing the unique strengths of their introverted and extroverted colleagues. And teams who harness the power of quiet and create synergies with the power of interaction distinguish themselves as serial innovators.

## The Experience:

In QLI's Power of Mixed Teams seminar, team members get real about what works and what doesn't in the creative process as individuals and as a collective unit. They roll up

their sleeves and get busy solving real business issues by using innovation techniques that equally leverage the benefits of solitude and social interaction. **Specifically they focus in five areas:**

- *Engagement*—Enhance their personal level of engagement by recognizing, validating, and rewarding their authentic self.
- *Why We Need Each Other*—Assess the team's personality styles and identify ways to leverage strengths.
- *Solitude & Creativity*—Maximize "flow" in the creative process, both individually and as a group.
- *Collaboration*—Move beyond brainstorming to develop more productive collaboration strategies.
- *Making Meetings Matter*—Engage with colleagues more effectively before, during, and after meetings.

After the seminar, QLI supports the team's application of their new knowledge via the Quiet Teams Toolkit and three months of performance support.

If you would like to personalize the experience for your team, QLI offers supplemental consulting, training, coaching and measurement services.

*Founded by Susan Cain, the bestselling author of [Quiet: The Power of Introverts in a World That Can't Stop Talking](#), the Quiet Leadership Institute's mission is to enhance organizational performance through the understanding and empowerment of introverts.*

*Backed by groundbreaking research, we'll help you shift mindsets, develop skillsets, and implement toolsets that optimize engagement, innovation, and leadership.*

# Course Agenda (1 Day)

## Morning Session

MODULE	OBJECTIVES
Introduction	<ul style="list-style-type: none"><li>• Establish context for why this topic is relevant to team performance</li></ul>
Assumptions and Science	<ul style="list-style-type: none"><li>• Debunk myths of introversion and extroversion</li><li>• Examine the biological foundations for both styles</li><li>• Define Introversion and Extroversion</li></ul>
Personal Style	<ul style="list-style-type: none"><li>• Identify your unique personality style and team members' styles</li></ul>
Character Strengths	<ul style="list-style-type: none"><li>• Describe the character strengths of I's and E's</li><li>• Identify the character strengths of your workplace colleagues and how best to leverage them in your working relationships.</li></ul>
Acting Out of Character	<ul style="list-style-type: none"><li>• Identify opportunities and techniques for acting out of character</li><li>• Describe the importance of restorative niches</li></ul>
Why We Need Each Other	<ul style="list-style-type: none"><li>• Describe why Introverts and Extroverts often make strong partners</li><li>• Analyze the personality style composition of your team and how it impacts the team's performance</li><li>• Gather tips from Introverts and Extroverts for how to work together more effectively.</li></ul>

## Afternoon Session

MODULE	OBJECTIVES
Collaboration	<ul style="list-style-type: none"><li>• Challenge the usefulness of brainstorming as an effective collaboration technique</li><li>• Develop familiarity with brainwriting as a productive means of collaborating around new ideas</li></ul>
Solitude and Creativity	<ul style="list-style-type: none"><li>• Analyze the role of solitude in your innovation process</li><li>• Maximize your ability to achieve Flow in your creative process</li></ul>
Making Meetings Matter	<ul style="list-style-type: none"><li>• Conduct a time audit to identify where work time is being allocated and effectiveness of time spent</li><li>• Develop strategies for engaging with colleagues more effectively before, during, and after meetings</li></ul>
Declare Yourself	<ul style="list-style-type: none"><li>• Explore the power of declaring yourself to colleagues</li><li>• Learn a process for declaring yourself effectively</li><li>• Strategize how to use the declare yourself activity to build more trusting, productive workplace relationships</li></ul>
Action Plan	<ul style="list-style-type: none"><li>• Identify specific actions to take as a result of what's been learned</li></ul>