CASCADE CENTERS
INCORPORATED

We understand that every organization is different, with varied goals. To assist your organization fully and effectively, we avoid prepackaged consulting services. Instead, we work closely with you to determine the unique needs of your organization and develop an individual plan for fulfilling them.

Call us for assessment to identify the specific needs of your team or organization as a whole. We will work with you to develop the training components and design a training model that will deliver specific long term outcomes.

Following is a brief description of our OD curriculum. The training topics can stand-alone or can be delivered in combination.

TEAM BUILDING

The surest way to create success is to develop a collaborative environment where all members are actively working together for a common goal. Though often talked about, building a truly unified team can be challenging. At Cascade EAP, trained facilitators can help your teams overcome common obstacles that stand in the way of developing cohesiveness. Using tested and proven methods, our facilitators can enable your organization to build morale, increase effective work processes and focus on shared goals.

UNDERSTANDING SELF IN RELATIONSHIP TO OTHER TEAM MEMBERS

Using the Myers-Briggs Type Inventory (MBTI) participants will be able to identify the primary traits, or style, they use when interacting with other team members. Since all people are similar in some ways and different in others, understanding MBTI types can help raise appreciation for the similarities and differences that exist in any group or team of people. The team will learn how differences can become assets. Strategies for accommodating style differences of others and how to make temporary adjustments in one's own style will be demonstrated. By making necessary changes the individual will significantly add to the team and the attainment of its goals.

DEVELOPING A TEAM MISSION STATEMENT

What is your purpose as an organization? What is the ultimate result of your work? What are the goals and values that you want to guide your team? Answering these questions helps create your mission statement. The process of developing a mission statement defines the purpose and values of an organization and guides your team members to an overall goal. It also gives team members a chance to contribute to the articulation of the company's values, and evaluates how well their personal values and motivation compare to the organization's. The Team Mission will be the rallying point that provides focus for the team to make sure everybody is going in the same direction.

BUILDING APPROPRIATE ACCOUNTABILITY

The team will be assessed to determine the specific variables affecting productivity.. Variables such as: purpose, structure, leadership, conflict, incentives, technologies and change will be examined. By analyzing these variables the team can begin to make productive changes. Although the diagnosis may uncover painful issues it will nonetheless open the door for a specific plan of action. The team's strengths and weaknesses will be revealed and strategies for being accountable to the team will be presented.

ENHANCING TEAM EFFECTIVENESS THROUGH COMMUNICATION SKILLS

The goal of communication is to develop an agreement between what one means and what another understands. Attaining this match is difficult because the words used to deliver a message are filtered through each person's values, level of education, life experiences, background, feelings, beliefs, perceptions, and culture. Developing communication skills will enhance the individual's contribution to the overall team effectiveness and efficiency. Skills learned include asserting, confronting, collaborating, problem solving and decision making.

IMPROVING TEAMWORK USING CONFLICT MANAGEMENT SKILLS

Unresolved conflict among team members can contribute to unrest, anxiety, resentment, and withholding of vital information. Through the Conflict Management Style Survey, participants will explore their style of managing conflict. They will compare and contrast their styles with others on the team. Feedback from team members will give participants information regarding the strengths and weaknesses of their conflict management style. Armed with this self-awareness participants will be better able to incorporate different styles of dealing with conflict.

ORGANIZE YOUR WORKSPACE

Train your executives, managers and employees to work in a clutter-free, organized space. This training will assess the organizational needs of one individual or a whole team. Specific recommendations will be made to improve efficiency and productivity, reduce stress by gaining control of the work day, improve office appearance as "professional", and improve office safety conditions. Participants will be able to find things when needed, increase available time for priorities, and complete projects on or ahead of time.