

My Team MBTI®

Even if you all speak the same language and work for the same company, effective communication sometimes doesn't come easily or naturally. The key is understanding that doing things differently is the norm.

While team building involves getting to know each other better, letting off some steam, and having fun, its most important element is becoming closely connected to the team's goals and how they relate to the big picture. Instead of going down to the pub, get down to business with **My Team MBTI®**.

The MBTI® is the recognized leadership and team development tool; it has been used and refined for over 60 years. As a restricted instrument, the MBTI® can be used by certified facilitators only. This is a true benefit to the client: the facilitator understands the nuances of the instrument and has been trained to help teams build stronger bonds through effective communication.

My Team MBTI® helps team members and their leader understand individual differences and create effective ways to work together, using common, unbiased language. The leader is interviewed before the session, providing information that helps set the stage appropriately as well as insight to any existing team struggles.

Workshop activities include:

1. Realizing we aren't as similar as we think,
2. History of the MBTI®,
3. Understanding the 4 preference scales: E & I, S & N, T & F, J & P,
4. Self assessment,
5. Learning your best fit type,
6. Exercises for understanding, and
7. Commitment to change team practices.

Workshop size: 12–18.

Workshop length: ½-1 day, depending on client needs and customization.

Workshop skill level: appropriate for all levels of employees and managers. Most effective when intact groups participate.



End results include:

- The team has a common language to describe personality/styles preferences,
- The team has confirmation on individuals' styles (no more assumptions or guesses),
- Hot buttons/Pressure points and applicable best practices for communication are identified and,
- The leader provides more relevant coaching because he/she understands how individual preferences influence team dynamics and affect the bigger picture.

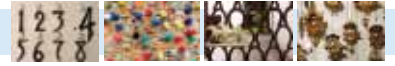
Participants receive comprehensive workbooks, hard and soft copies of their assessment results, various handouts, and the book *Looking at Type: The Fundamentals*. Workshop sponsors receive guidance and coaching on implementation best practices and how to translate new behaviors and methods into daily norms.

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THE BULLING TOWNE GROUP, LLC

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Sample Outline for ½ Day Workshop

- Introduction: Agenda, Roles, & Expectations, and Why We Are So Different, 5 hour
- Alphabet Soup: the 4 Preference Scales (E & I, S & N, T & F, J & P), 1 hour
- Determining Your Best Fit Type, 1 hour
- Exercises: E vs. I, S vs. N & Change, Your Type & Thriving and/or Challenging Relationships, and Your & Your Manager's Type, 1 hour
- Commitment: How to Apply This to Daily Teamwork, .5 hour

About The Bulling Towne Group, LLC

Your organization's leaders struggle to do two things: run a business and manage employees.

Making smart business decisions takes more than concrete experience. It requires courage and competence in addressing individual strengths and ambitions. New managers swiftly learn it is far from straightforward to operate a function and manage people. Experienced managers are reminded of this fact with each "people problem" they tackle.

The Bulling Towne Group helps your leaders accomplish what appears to be clear cut and logical yet often leads to ambiguity and frustration: managing people.

As executive coaches, organizational development experts, and seasoned facilitators, we help leaders, managers, and teams decide what to do and how to do it. We take problems and challenges off the plates of managers.

Our work has been featured in *The Wall Street Journal*, *HR*, *Reuters*, *The Christian Science Monitor*, *Women's Health*, *Heart and Soul*, *SHRM.org*, *The Rotarian*, and *CareerSmart Advisor*.

We are based in the San Francisco Bay Area, and our global facilitation and coaching experience includes working throughout the US and Western Europe. Our clients include Fortune 1000 companies and well-funded Silicon Valley startups. Partners include Littler Mendelson, the nation's largest employment law firm.

About Leila Bulling Towne, Founder & CEO

Leila Bulling Towne is a seasoned strategist specializing in management and leadership sociology and communication.

As an executive coach, Leila helps busy leaders make strategic business and employee decisions with confidence and a forward-thinking approach.

She hosts her own weekly CBS Interactive video series. In each 3 minute video, Leila captures the essence of today's most pressing management concerns, teaching business leaders how to motivate their teams to profit and productivity.

Leila's radio commentary can be heard on CBS stations nationwide. She is a go-to webinar host for the Society for Human Resource Management.

In addition to workshops and coaching, Leila facilitates executive offsites and delivers conference presentations.

Leila graduated from the University of California at Berkeley with an AB in English and German. She received her MA in English from The Claremont Graduate School at The Claremont Colleges.



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