



Lawganised
Get Organised.

Trust Workshop

....and no, we don't mean Trust Accounting!

Trust: The cornerstone of a cohesive and high-performing team

Team dysfunction arises from a range of factors, such as ineffective leadership, poor hiring choices, the absence of clear direction and purpose, inattention to results and a lack of commitment.

However, the platform of team dysfunction is the absence of trust. All of these factors above are merely symptoms of teams that lack trust.

The Lawganised Trust Workshop, tailor-made for legal practices, is one of the most profound and life-changing activities you and your team will embark on, with tangible results of positive change evident within minutes of (and even during) the workshop.

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Outcomes



The outcomes of the Lawganised Trust Workshop for your firm, include:

- Awareness and understanding of the personality types, traits and communication styles of every member of the team,
- Team members obtaining the skills to develop and foster strong, trusting relationships with people with different personality types,
- An in depth understanding of the dysfunctions of a team and why trust is the cornerstone to building a high performing team,
- Tips for leaders within firms and smaller teams to lead their people more effectively, and
- Ultimately, greater team cohesion built on trust, facilitating high-performance across numerous aspects of your practice.

How?



The Lawganised Trust Workshop contains three phases....

Phase 1 | Pre-workshop

We ask that all team members undertake two online assessments:

- **The DiSC Personality Type Assessment**
 - The DiSC Profile is one of the strongest personality 'type' assessments used by 75% of Fortune 500 companies and provides insights into teamwork and working with others, not just an understanding of one's self. Each workshop participant will receive their own comprehensive report with a unique guide on how to work with others of different profiles.
- **A Team Cohesion Assessment**
 - This is a confidential online survey designed to identify the team's susceptibility to dysfunction across five areas, of which a lack of trust is the platform and most important to identify.

Phase 2 | Workshop

The Trust Workshop has several interactive sessions and presentations, including:

- **Session 1 – Understanding the Five Dysfunctions of a Team**
 - Utilising Patrick Lencioni's exceptional leadership fable 'The Five Dysfunctions of a Team', we explore how teams become dysfunctional and examples of the symptoms that manifest themselves in a dysfunctional team.
- **Session 2 – Understanding DiSC and how to work optimally with other styles**
 - We then explore firm's entire DiSC profile and plot all workshop participants on the DiSC wheel and discuss how each group, and each individual, makes a valuable contribution from their position of strength. We also offer examples of how your team can work optimally with people with different personality types.
- **Session 3 – Building Trust exercises**
 - We undertake two exercises aimed to build trust in the team:
 - Personal Histories Exercise, and
 - Team Effectiveness Exercise
- **Session 4 – Commitments**
 - As a firm, we agree on a set of commitments or 'Agreed Team Behaviours' to ensure we maintain trust and cohesion moving forward.

Phase 3 | Post-workshop

All staff that participated in the workshop will receive a copy of the firm's DiSC profile and can utilise that in considerations with other staff.

All staff will also be asked to complete two confidential surveys:

- Directly after the workshop to seek feedback on the content and effectiveness at building trust in the team, and
- Four (4) weeks after the workshop to ascertain how trust has evolved, or not, and to identify any additional areas for attention or focus for the team's effectiveness.



Level 7, 193 North Quay
BRISBANE QLD 4000

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✉ enquiries@lawganised.com
☎ (07) 3017 4771
📶 lawganised.com