



# Releasing the Power of People



## Highlands Team Building Workshop

*“To maximize team potential is to identify a team and integrate its members into a cohesive unit – to overcome challenges and to manage the ‘people side’ of a team.”*

The Highlands Team Building Workshop is a high-powered intensive session built on the **Highlands Ability Battery™** and the Highlands Personal Vision Factors. The full one-day workshop focuses on problem-solving, mutual appreciation, leadership, communication styles, risk taking, decision making, trust, diversity and conflict management.



- Building a team profile & team awareness
- Recognizing team member strengths & challenges
- Drawing on common values and interests
- Improving communication among members
- Brainstorming team goals
- Enhancing individual and team performance
- Creating a team vision

The process begins with your individual participation in the Highlands Ability Battery assessment and feedback consultation. If you have already completed this pre-work as part of your participation in the Highlands Personal Development Program, you will not have to repeat the process.

**The essence of team building.** The business workplace is geared toward working in teams – executive teams, project teams, leadership teams, and strategic planning teams. We help all individuals, whatever their level within the organization, to utilize the abilities that make them most productive, effective and satisfied. This self knowledge can lead to greater utilization of the unique contributions each individual can make, an appreciation for the diversity among team members, and increased communication and interpersonal understanding. All of these results enhance the cohesiveness of a team.



THE HIGHLANDS COMPANY  
PUBLISHER OF THE HIGHLANDS ABILITY BATTERY™

# Register Your Team Now

## Highlands Team Building Workshop

*Led by Dr. Tom Tavantzis*



*Dr. Tavantzis, a licensed psychologist, is President of Innovative Management Development (IMD) and The Highlands Program of PA., P.C. – a leadership and team consulting practice he founded in 1986. His practical psychological experience over 28+ years includes executive and leadership roles at various psychological centers, faculty positions at several American and Greek universities, and now consultant to several nationwide and global companies. As an educator, consultant, coach, therapist and workshop leader, his style is typically described as “creative, insightful, growth-producing, challenging and supportive”. He has conducted the Highlands Programs at GSK since their inception.*

**This one day workshop is designed especially for intact teams at GSK.**

The workshop begins with a review of Abilities and their distribution among the members of the team. We consider Personal Style, the Driving Abilities and the Learning and Communications Channels. Our review is intended to enable the team to draw more effectively on the abilities of its members and to minimize stress among the members.

We go on to study the skills of team members, emphasizing that skills are different from abilities. Again, our purpose is to define the members' skills and to integrate them into the work of the team. As part of our inquiry, we ask the team members to participate in an exercise which will help them understand how they relate to each other and cooperate to solve a problem. Finally, we inquire into individual values to learn how these affect the team and its work and how they relate to the company's mission.

**Presented by**



**BUS - 020 - 562**

**For more information or to register your team-**

**Send an email inquiry to [LearningLink UK@GSK.com](mailto:LearningLink.UK@GSK.com)**

**Or call for information 3-4645**



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