



# Compass Coaching and Consulting

Transformation. Elevation. Enculturation.



**Proposal**

5 Voices For Teams Program

**Client**

## 5 Voices For Teams

# Elevate Your Team's Performance

Throughout this 12-month process, 5 Voices for Teams helps team members become more self-aware, creating opportunities for behavior change, which improves communication, trust and alignment with the team leader and the team. The result? Teams perform at higher levels while building stronger cultures.

## The 5 Voices for Teams Program:

- Empowers Leaders
- Increases Team Performance Scores
- Improves Team Dynamics
- Builds Trust between Team Members
- Strengthens Culture

## 5 Voices Assessment

The 5 Voices Assessment will give you a break down of every team member's voice and how they will perform at their best and how they will be affected by stress.

## Team Performance Assessment

Imagine having the ability for every team member to assess their communication, relational dynamics, alignment, ability to execute and capacity in an autonomous way. The results are real performance tracking of every team.

## Personal and Team Exercises

We use the best of AI and the 5 Voices to create fast reinforcement of all of the learning during the 5 Voices for Teams sessions to ensure each person has a chance to reflect and apply their learning.

## Dashboard

In the OS PRO we provide you the tools to track the 5 Voices assessments, assign actions and have a directory to understand each person along with every team.

# Real Benefits & Their Deeper Impact:

## 1. Improved Performance:

- **Why It Matters:** Higher productivity leads to better use of resources, more efficient processes, and increased profitability.
- **Return on Investment:** By enhancing team performance, organizations can expect to see a tangible increase in output and quality of work. This improvement can result in significant cost savings and higher revenue generation. Teams that operate efficiently can take on more projects, deliver better results, and contribute more directly to the bottom line.

## 2. Better Communication:

- **Why It Matters:** Clear communication reduces misunderstandings, prevents conflicts, and ensures that everyone is aligned with the organization's goals.
- **Return on Investment:** Effective communication leads to fewer errors, less rework, and faster decision-making. This translates to time savings and lower operational costs. A team that communicates well can respond more quickly to market changes and customer needs, enhancing overall competitiveness.

## 3. Increased Collaboration:

- **Why It Matters:** Collaboration encourages innovation, as diverse perspectives lead to creative solutions. It also fosters a sense of unity and shared purpose.
- **Return on Investment:** A collaborative environment leads to better problem-solving and more innovative products and services. This can result in a stronger market position and increased customer satisfaction. Collaborative teams are also more adaptable, which is crucial in rapidly changing markets.

## 4. Enhanced Leadership:

- **Why It Matters:** Self-aware leaders can better manage their teams, drive strategic initiatives, and foster a positive organizational culture.
- **Return on Investment:** Developing strong leaders leads to improved team morale and retention. Leaders who are effective can inspire and motivate their teams, leading to higher engagement and productivity. This reduces turnover costs and ensures that valuable institutional knowledge is retained within the organization.

# Real Benefits & Their Deeper Impact

## 5. Strategic Alignment:

- **Why it Matters:** Strategic alignment ensures everyone is working towards the same goals, which maximizes productivity and ensures cohesive progress.
- **Return on Investment:** When teams are strategically aligned, resources are used more effectively, reducing waste and maximizing output. This leads to better financial performance and a stronger competitive position.

# Are you a team leader who is frustrated with disengaged teams, constant misalignment, and ongoing internal drama?

These issues can lead to low morale, decreased productivity, high turnover rates, and stagnant organizational growth.

Or perhaps, you are in the opposite situation with your teams performing at good levels, but you might not have cracked that code for your teams performing at the highest levels.

## 5 Voices for Teams

### 6-12 Team System

Common, and objective leadership language that will transform your employees, while creating a healthy leadership culture. Consistency at scale!

## Personal & Team Exercises

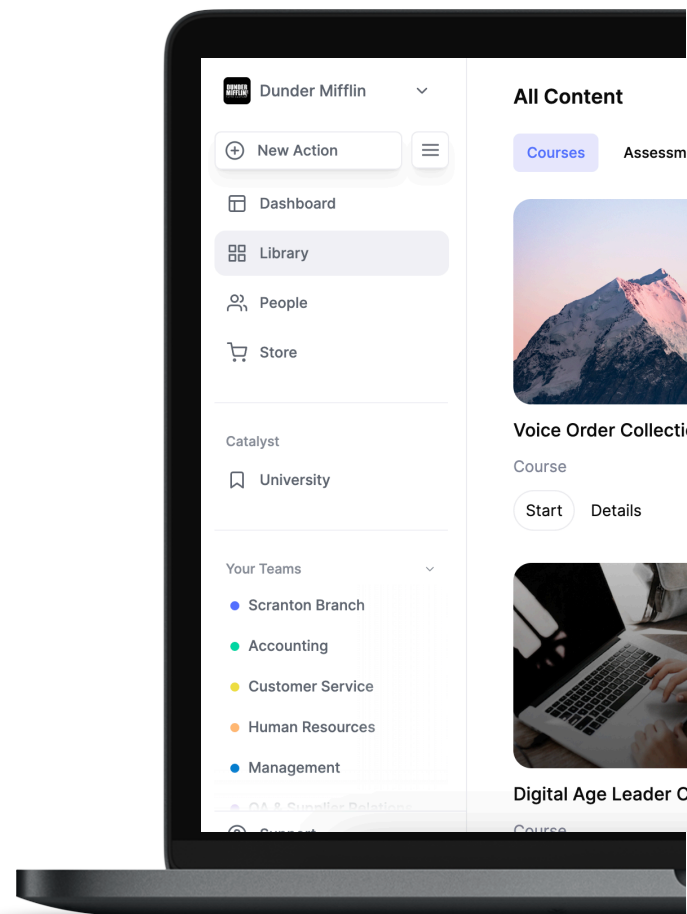
### Every Leader Grows

Self-awareness leads to the opportunity for behavior change, team improvement and ultimately higher team performance. We simply provide the structure and the tools to take leaders and their teams to the next level.

## GiANT OS Pro

### Tech-Enabled

All assessments, videos, and performance dashboards are available here along with the 5 Voices suite of videos, personal and team exercises.



**59% increase in performance and profitability** when you strategically invest in your employees, according to research by Gallup.

# Offerings

## 5 Voices for Teams

5 Voices for Teams is a 12-month process that will help you leverage your greatest asset - your people - to expand and grow your organization. It is designed for teams (8-10 members per team) and multiple teams within the same organization.

The 5 Voices for Teams helps team members become more self-aware, creating opportunities for behavior change, which improves communication, trust and alignment with the team leader and the team. The result? Teams perform at higher levels while building stronger cultures.

### What is involved?

The 5 Voices for Teams program content and flow can easily be tailored to specifically fit your company. Here are the core pillars of the process:

- **2-3 hour Leadership Forums — Live or Online**
  - **Discover Your Leadership Voice:** Each team member will learn who they are by nature and how that affects the team. It is designed to be highly practical and team oriented around self-awareness.
  - **The Power of Your Voice:** We will help every team member understand their superpower, become aware of their stress behavior and understand the importance of the diversity of different voices on the team.
  - **Relational Dynamics:** Self-awareness leads to behavioral improvements and ultimately to team dynamics. We help the team understand how influence works and will have them take a team performance assessment to see where they are improving or not and why.
  - **The Art of Collaboration:** Collaboration is important for improved team performance. There is an art and science and we help teams create rules for team engagement and produce the objective language to help them work better than ever together.
  - **Optimizing Team Performance:** At this stage we are focused on significant performance improvement and we give teams the ability to work together while valuing each others strengths.
  - **Team Performance Kryptonite:** Every team has a chance to excel or struggle. We end with a gauntlet of kryptonite that tends to take teams out and let them decide if they are going to be a high performing team or not.

- **Team Resources**

- **Personal Exercises:** After each session each team member will be assigned exercises on the GiANT OS Pro to help ensure what they learned will stick. These are AI driven, highly interactive and short personal exercises.
- **Team Exercises:** Each month the team leader will receive team exercises to keep improving.
- **5 Voices Dashboard:** The team will have a dashboard on the 5 Voices/OS Pro to see the other members voices, the Team Performance Assessment and videos to reinforce the 5 Voices learning.

## Testimonials

“The 5 Voices for Teams program has been a game-changer for our organization. Before we started, our teams struggled with disengagement. The structured approach of the program helped us build self-awareness and understanding among team members. The common language we now use has significantly improved our communication and collaboration. We’ve seen a marked increase in productivity and a more harmonious work environment. I highly recommend this program to any leader looking to transform their team’s dynamics.”

**Andrew Dahl, President, Dahl Automotive**

“Implementing the 5 Voices for Teams program was one of the best decisions we made. It provided our team with the tools to understand each other better and work together more effectively. The stages of self-awareness and understanding others were particularly impactful, helping us to reduce misunderstandings and build stronger relationships. As a result, our team is now more aligned with our organizational goals and executes tasks more efficiently. The improvement in team morale and performance is truly remarkable.”

**Angela Cottrell, Director of HR, Bailey International**

“The idea of building "leaders worth following" has captured me in a new way as I've worked with GiANT. I have been re-energized and re-equipped for my leadership journey. Learning how to apply the GiANT toolkit has provided me with the language and visual tools to build a culture of apprenticeship in my companies. Steve, Jeremie, and the GiANT team have done a great job integrating my personality type, leadership voice, and a myriad of other principles into practical leadership application I can implement in my organizations.”

**Brandon Hutchings, President & CEO, Gaskins**

“The 5 Voices for Teams program has revolutionized the way our team operates. Before participating, we faced challenges with alignment and productivity. The program’s emphasis on self-awareness and effective communication has transformed our team interactions. Now, we have a shared language that has significantly enhanced our collaboration and problem-solving abilities. We’ve witnessed a notable increase in efficiency and a more positive workplace culture. I strongly endorse this program for any leader aiming to elevate their team’s performance and cohesion.”

**John DeAngelis, Vice President, Founder, DeAngelis Diamond Construction Inc.**