



TWO-DAY EXECUTIVE TEAM OFFSITE



OVERALL OBJECTIVE

Elevate Team Unity and Overcome Confusion

As organizations grow, complexity often increases. This leads to:

- A lack of clear direction
- Unnecessary frustration and stress within the team
- Diminishing results
- A lack of focus and too many priorities
- Increased team drama and dysfunction
- Slow execution of projects
- Upset customers
- Teams spinning their wheels
- Slow and poor decision-making

The Bridge The Gap Executive Offsite, delivered in person or virtually, starts any organization's journey to health. It allows a leadership team to assess their organization's overall health, quickly improve their team's cohesiveness and alignment, and identify immediate actions that drive transformation.

Unlock your organization's potential with our transformative Bridge The Gap Executive Offsite.

Aligned Teams



Teams are united, cohesive and on the same page.

Superior Results



Teams are empowered and focused on delivering exceptional results.

Lasting Impact



Teams are committed and accountable to the organization's lasting success.



The Bridge The Gap Executive Offsite is an interactive program that gives leadership teams the necessary tools to:

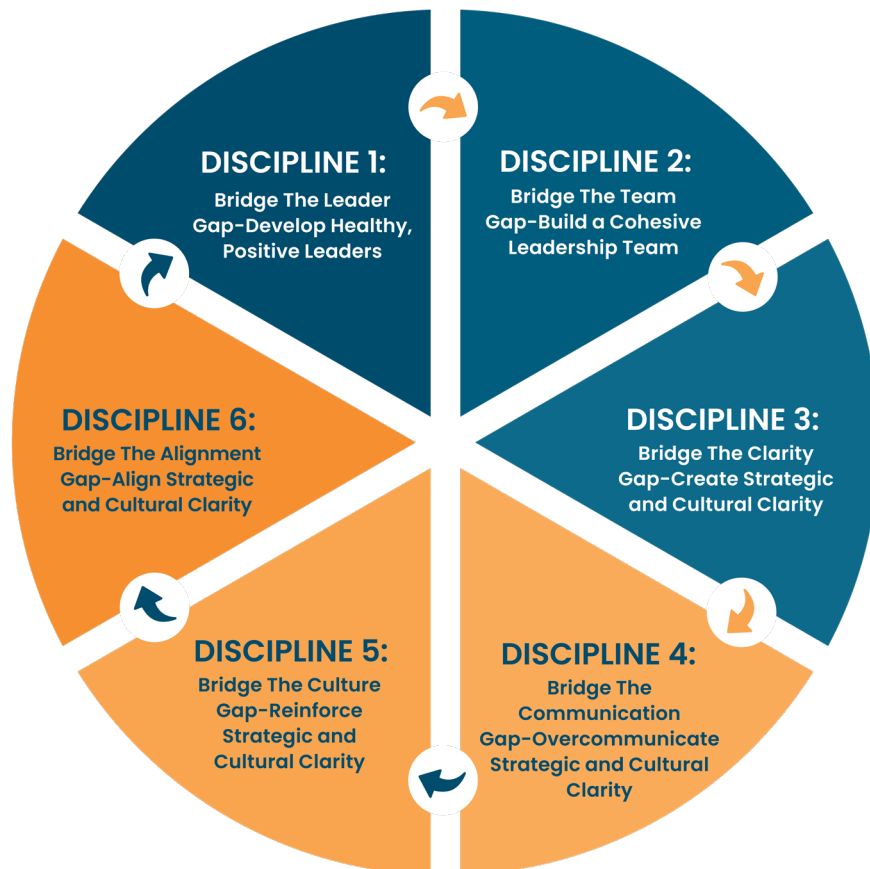
- **Strengthen Trust:** Quickly establish vulnerability-based trust; high-trust teams get more done in less time.
- **Make Faster, Better Decisions:** Improve decision-making by mastering healthy conflict and ensuring all voices are heard.
- **Achieve Commitment:** Establish “all-in” team commitment to decisions and goals.
- **Embrace Accountability:** Create a culture of accountability where team members support and challenge each other to achieve high standards.
- **Focus on Collective Results:** Members of the leadership team prioritize the collective priorities and needs of the larger organization ahead of their own department, regardless of personal or departmental costs.
- **Create Alignment:** Achieve clarity and alignment on key strategic and cultural elements to empower your team and drive organizational success.
- **Elevate Execution:** Accelerate execution and productivity through a focused Thematic Goal and Rallying Cry.
- **Improve Communication:** Discuss the critical importance of effective internal communications and identify any necessary changes to create alignment throughout the organization.
- **Unlock Competitive Advantage:** Activate the competitive advantage of team cohesion and strategic and cultural clarity in day-to-day operations.



Offsite Details

Our Bridge The Gap executive offsites leverage a combination of lectures, working sessions, team exercises, and discussions facilitated by our consultants to equip leaders to implement the Bridge the Gap framework in their organization. Every offsite is customized according to the unique situation and goals of the participating team and organization.

THE BTG FRAMEWORK



DISCIPLINE 1: BRIDGE THE LEADER GAP-DEVELOP HEALTHY, POSITIVE LEADERS

Healthy, positive leaders are the cornerstone of successful organizations. This discipline focuses on becoming a healthy leader who is authentic, positive, and responsibility-based.

Activities Include:

- An overview of each leader's Top 10 CliftonStrengths Leader report. Drawing on Gallup's research-backed CliftonStrengths Assessment for Leaders, we help leaders claim their authentic leadership approach.
- A high-level exploration of the seven principles of The Power of Positive Leadership model by Jon Gordon. (Post-session 1:1 coaching on this model is included.)
- An open-ended discussion about how leaders can avoid common pitfalls of reward-centered leadership by focusing on responsibility-based leadership, as illustrated in Pat Lencioni's The Motive. Responsibility-based leaders focus on developing the leadership team, managing direct reports (and making them manage theirs), having difficult and uncomfortable conversations, running great team meetings, and constantly communicating and repeating core messages to their team members.

DISCIPLINE 2: BRIDGE THE TEAM GAP-BUILD A COHESIVE LEADERSHIP TEAM

Cohesive teams are more productive and innovative. This discipline emphasizes the importance of team dynamics, where members understand and appreciate each other's unique strengths and weaknesses. By building trust, eliminating politics, and engaging in healthy conflict, teams can commit to decisions, hold each other accountable, and focus on collective results, increasing effectiveness, engagement and execution.

Activities Include:

- A detailed online assessment of how the team performs against each behaviour and a discussion of the team's susceptibility to each dysfunction.
- An in-depth look at each team member's working style using the Six Types of Working Genius and the All 34 CliftonStrengths Report and the implications of those styles on the team's effectiveness.
- An exercise to identify individuals' ability to engage in and manage conflict.
- An open-ended discussion about the team's effectiveness, how each individual can continue to contribute positively, and what each team member can change to make the team more cohesive.

DISCIPLINE 3: BRIDGE THE CLARITY GAP CREATE STRATEGIC AND CULTURAL CLARITY

Strategic and cultural clarity eliminates confusion and aligns efforts. Organizations must clearly define their purpose, values, and strategic priorities. The team will ensure their priorities are aligned by collectively answering the six critical questions required for organizational clarity.

Activities Include:

In-depth discussions to answer the six critical questions required for organizational clarity. This is real-world practical work that builds strategic and cultural clarity.

- **Question 1: Why do we exist?**
 - Identify the organization's core purpose.
- **Question 2: How do we behave?**
 - Define core values and behaviours that guide the organization's culture and decision-making.
- **Question 3: What do we do?**
 - Clarify the organization's primary business and operational focus.
- **Question 4: How will we succeed?**
 - Define the anchors and critical strategies that differentiate the organization and drive success.
- **Question 5: What is most important right now?**
 - Establish the most important goal for the company and create key focus areas for immediate attention.
- **Question 6: Who must do what?**
 - Assign roles and responsibilities to achieve the most important goal and ensure alignment and accountability.

DISCIPLINE 4: BRIDGE THE COMMUNICATION GAP—OVERCOMMUNICATE STRATEGIC AND CULTURAL CLARITY

Effective communication ensures everyone is on the same page. This discipline involves over-communicating strategic and cultural clarity through repetition, simplicity, and multiple mediums. Leaders must cascade key messages to ensure they reach every level of the organization, preventing confusion, reinforcing alignment, and ensuring everyone is working towards the same objectives.

Activities Include:

- An open-ended discussion about the importance of becoming Chief Reminding Officers and the personal, interpersonal and organizational barriers teams face in constant communication.
- An exercise that helps you plan and clarify your communication rhythm.
- An in-depth look at the four elements of positive communication.

DISCIPLINE 5: BRIDGE THE CULTURE GAP REINFORCE STRATEGIC AND CULTURAL CLARITY

A winning culture attracts and retains top talent. Drawing from the answers to the six clarity questions; this component focuses on developing a strong organizational culture. This discipline focuses on intentional hiring practices, onboarding, performance management, coaching and development, and rewards and recognition. Organizations can elevate engagement and retention by creating a positive work environment where employees feel valued and engaged. Maintaining a healthy culture also involves the uncomfortable scenario of dismissing employees who do not align with the company's values or performance standards.

Activities Include:

- An open-ended discussion about current people practices, such as hiring, onboarding, etc.
- An in-depth look at the virtues of an Ideal Team Player.
- An exercise to prioritize continuous improvement initiatives in the people practices.

DISCIPLINE 6: BRIDGE THE ALIGNMENT GAP—ALIGN STRATEGIC AND CULTURAL CLARITY

Alignment ensures all parts of the organization are on the same page and work together. This discipline ensures all departments, teams, and individuals align with the organization's strategic goals and cultural values. Regular reviews and adjustments of strategies, roles, and responsibilities keep everyone moving in the same direction. Meetings act as an organization's central nervous system, integral to maintaining alignment.

Activities Include:

- An exercise to audit the organization's current types and cadence of meetings. How can we eliminate unnecessary meetings and gain back time?
- An in-depth look at implementing the Four Meetings Model, organizations can structure their meetings effectively to maintain focus, drive progress, and build cohesion.
- We will build a post-offsite implementation roadmap to ensure that teams keep their teams focused on organizational health.

Ready to transform your organization into a healthy, positive and high-performing organization?

Join us for the Bridge The Gap Offsite and start aligning your team for success today. Contact us to book your session and unlock your organization's full potential. We're here to help you take the next step.

WE DON'T BELIEVE IN ONE AND DONE ENGAGEMENTS:

At Table + Bridge Consulting, we believe our clients deserve programs that deliver lasting impact. That's why we always include pre-offsite coaching and detailed post-session implementation plans for our offsites. The Bridge The Gap Offsite is a significant investment of time and money for organizations. We commit to ensuring this program is implemented at a high level and transforms your organization.

Pre-Offsite Coaching:

- **Pre-Offsite Assessments:** Participants will complete a detailed online assessment of how the team performs against each behaviour in the Five Dysfunctions of a Team model and discuss the team's susceptibility to each dysfunction. They will also conduct a brief online assessment to identify their current understanding and alignment on strategic and cultural elements.
- **Pre-Workshop Leader Coaching:** The leader will receive coaching before the session to prepare for workshop participation and integrate the models into daily operations.
- **Pre-Workshop Team Calls:** We will conduct brief pre-workshop calls with the leadership team to better understand the company's unique challenges.



At **Table + Bridge Consulting**, we are committed to delivering exceptional value and results. If you are not completely satisfied with our services, we will work with you to make it right at no additional cost. Your success is our priority, and we stand behind the quality of our work with a 100% satisfaction guarantee.

About Stuart Gibb

Stuart specializes in empowering teams to achieve superior results within their organizations. He accomplishes this through team off-site events, leadership coaching, and interactive workshops. Stuart has extensive experience working with CEOs and executive leadership teams, helping them to quickly and effectively implement the transformative principles outlined in books by Patrick Lencioni and Jon Gordon.

His professional background spans various industries, including manufacturing, retail, financial services, construction, health and wellness, nonprofits, and churches. Before establishing his consulting practice, Stuart held senior leadership positions in Operations, Human Resources, and L&D for over twenty years. He managed a nine-figure business unit with over 45 locations, leading his team to achieve EBITDA and sales growth records.

Stuart holds certifications as an Organizational Health Consultant, a Six Types of Working Genius Coach, a Jon Gordon-certified coach (in Energy Bus, The Power of Positive Leadership, The Power of a Positive Team), and a CliftonStrengths Coach. He has a BA from the University of Calgary. He is deeply passionate about organizational health and is driven by his faith. Stuart resides in British Columbia, Canada, with his wife, two teenage children, and Staffie, Leia.



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