Build a High Performing Workplace

LePhair
ASSOCIATES

As corporate decision makers, you are faced with many challenges in building, growing, managing, and engaging talent. Measuring employees' attitudes, motivations, and approach towards work, their job functions and working relationships is a critical first step toward building a high-performing workplace and improving the engagement levels within an organization.

How can we understand what's happening with our people?

Understand Employee Motivations & Preferences

Gain critical insights into an employee's style, motivations and preferences and identify areas of concern affecting workplace communications and effectiveness.

Measure Team Chemistry

Provide managers and leaders with the tools to develop new teams, reduce existing team conflict and improve overall team communication and problem solving abilities.

Improve Individual & Team Performance

Improve individual and team performance by understanding how an individual's personality impacts their fit with their manager, coworkers and team and develop the critical behaviors essential to a healthy, high functioning team.

Your Complete People Performance Solution

To learn more about the results that you can expect or to arrange a free trial and consultation, contact us at: info@lephairassociates.com or call 905-509-2717.

lephairassociates.com

Understand Employee Motivations & Preferences

Everything DiSC Workplace® can be used with everyone in an organization, regardless of title or role, to improve the quality of the workplace. It helps individuals understand and appreciate their own style, motivators and preferences and how to recognize the styles of the people they work with. The result is more effective and productive working relationships.a Team. Lencioni's model outlines the five interrelated behaviors that are essential to a healthy, well-functioning team: building trust, mastering conflict, achieving commitment, embracing accountability, and focusing on results. Using a combination of individual, team and progress reports, teams learn to work together more effectively and efficiently and become a productive, high functioning team.

Measure Team Chemistry

Everything DiSC Comparison Report shows similarities and differences for any two participants relating to their approach to work based on 6 behavioral continua and it provides tips for improving working relationships. Great for on-boarding, new work groups, conflict management, and more!

Everything DiSC Team View Report provides an at-a-glance view of any group of respondents and their individual Everything DiSC maps. It helps manager's understand a team's make up and serves as a tool to reduce conflict, improve team communication and leadership, and improve their ability to anticipate problems.

Everything DiSC Group Culture Report helps you determine a group's culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking.

Improve Individual & Team Performance

The Five Behaviors™ Personal Development – Individuals & Non-Intact Teams
The Five Behaviors™ Personal Development solution teaches individuals to become better teammates by integrating Patrick Lencioni's model at the organizational level. Designed specifically to work for individuals, participants do not need to be part of the same team. Rather, participants can carry the takeaways of this program from one team to the next, enabling a culture of teamwork. Learners at all levels of an organization can benefit from this program and adopt its powerful principles, shape behaviors, and create a common language that empowers people to rewrite what it means to work together.

The Five Behaviors of a Cohesive Team™ – Intact Teams is a team development program based on the model developed by Patrick Lencioni in his book, The Five Dysfunctions of a Team. Lencioni's model outlines the five interrelated behaviors that are essential to a healthy, well-functioning team: building trust, mastering conflict, achieving commitment, embracing accountability, and focusing on results. Using a combination of individual, team and progress reports, teams learn to work together more effectively and efficiently and become a productive, high functioning team.