



## Partnerships with Organizational and Individual Goals

A team by definition is a “group of responsible individuals that are working toward the same common goal.” So close in the shared focus of the team that there is “no light between us.”

To attain the individual and organizational goals we need to create an environment in which all the members of the organization can work in tandem. We can best make these discoveries by an open discussion of personal strength, for best application of their diversity. A tool helpful in this application is “Mapping”, active listening to what the intent of the conversation is. We can then work in the “Nature” of the individual for optimum enthusiasm, performance and efficiency. The “Nature” of the individual is discovered by working in an environment of developed trust, and open communication based on feedback rather than criticism. Feedback being perceived as helpful and supportive and criticism being received as a put down and negative. When this shared awareness of the individuals natural talent has been discovered there is an improved efficiency in how and where to deploy talent, and most important, a provision in place to discuss a Win-Win application of individual strength.

To obtain this culture in an organization we will discover the use of the following tools:

- Open communication
- Mapping, active listening to what the intent of the conversation is
- Development of stronger trust systems
- Discovery of individual “Nature”
- Working from strength, installing the provision to discuss optimum team application
- Feedback (as opposed to criticism) intended to build on natural talent

We suggest that goals are important, but having a clear understanding of direction is most imperative,

Where do I really belong and what should I be doing and feeling when I am there?

There are two ways to approach this question. You can start by going in the direction you have discovered as the one for you, or you can begin by being equally aware of the experiences you already are sure you do not want to have. Either will get you started on the path of discovery. There are two dimensions of a vision statement: the tangible (income, furniture, geographic location, the people around you) and the intangible (feelings, personal value, trust, innovation, safety, communication, integrity, honor, dignity, and love). Both are necessary factors in the equation.

This is a course designed for the individual and the organization to discover the direction best suited for both systems and learning how to integrate the two. When the result is reached you will have personal investment, clarity in the mission statement, and enthusiasm for innovation, change, and implementation of new ideas from the members of the organization.