

TEAMWORK CULTURE

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A work environment that fosters Dignity and Respect will lead to an effective Teamwork Culture that provides organizations the best opportunity to maximize business performance.

Organizational development strategies to accomplish a Teamwork Culture are accomplished by offering the following programs:

- **Interact Personal Strengths Profile:** a 4 hour session to enhance communication effectiveness and strengthen interpersonal relationships by minimizing conflict and enforcing cooperation in the workplace.
- **Employee Development (Direction/Styles):** an 8 or 4 hour session that emphasizes the need for consistent direction in the decision making process and for involving all appropriate employees in the implementation of business decisions.
- **Strengths-Stretches-Targets:** a way to reinforce personal growth and development through a balanced focus on enhancing performance Strengths, modifying behavior to improve Stretches and addresses measurable Targets on an individual basis that is in concert with the Company strategic plan.
- **Trust and Teamwork Survey:** a team survey of 17 questions that is exclusive to WE-US-OUR Team. Results are compared to a database of over 20,000 survey results. Identifies opportunities for team improvements and is a powerful measurement process for building teamwork to achieve better business results.

The above employee and team development strategies are facilitated by Jay F. Dishnow who can be reached at (906) 250-2336.