Clarity & Overtness

Essentials to Iterate® at Every Level
(8-12 hours, multimedia workshop)

GA GROUP HARMONICS

OVERVIEW

Clarity and Overtness based on *Make Work Great* by Ed Muzio, this program destroys the notion that culture change must originate from the top of the org chart and flow downward. It puts executives, managers, and employees together – metaphorically and maybe physically. Then, it puts tools and techniques for creating cultural change in their hands. It teaches everyone some simple behavioral patterns to make them better at *what they do right now.*

These carefully crafted behavioral patterns fit under two broad headings: task and relationship. Task-based patterns drive precision in participants' understanding of their own output, how the output relates to the needs of the organization and the needs of the person creating it, and how best to keep on track despite distraction and competing pressures. Relationship-based patterns define and improve participants' most important inter-actions in the workplace, so that they can get the answers they need from the system around them, and then optimize their next steps in the context of those answers. All patterns are simple and immediately actionable. As participants practice them in the session, they can't help but model them to others, so change begins even before the session ends.

PARTICIPANTS WILL

- **Receive the 30-50 page Behavioral and Cultural Pattern Inventory, with personalized feedback regarding their current practice of the patterns, output, and stress levels**
- Use six types of Overtness and three types of Clarity to improve their understanding and communication regarding their own work
- Become clearer about their own purpose, their interdependencies on others, and ways to maximize their collective output for the benefit of the organization
- Practice with patterns of activity to reduce their own stress, increase their output, and make their work better, while at the same time creating the potential for improvements to culture
- Become agents of cultural change, without having to do anything other than reduce their own stress

AUDIENCE

This training is appropriate for individual contributors, content experts, front line and middle managers, project leads, and those who must influence within a matrixed or interdependent organization. It has also been used successfully with senior leadership to demonstrate a consistent behavioral language that can be modeled throughout the organization.

Multimedia video clips used during the session are made available to participants afterward, for their own reference and so that they can share what they've learned with others.

International Society for Performance Improvement
2010 AWARD OF EXCELLENCE WINNER

MAKE WORK GREAT

Supercharge Your Team, Reinvent the Culture, and Gain Influence— One Person at a Time

ED MUZIO
Award-winning author of *Four Secrets to Liking Your Work*