



CONSULTING SOLUTION OVERVIEW

ORGANIZATIONAL HEALTH ENGAGEMENT

Since its inception in 1997, The Table Group has produced leadership models with the goal of improving the organizational health of places in which we work. The goal of an organizational health engagement is to use their overarching approach and leadership models to help churches become the healthiest organizations they can be.

In order to accomplish this goal, an engagement begins with a 2-day workshop to discuss many of the models contained in *The Five Dysfunctions of a Team*, *The Four Obsessions of an Extraordinary Executive*, *The Ideal Team Player*, *The Working Genius*, *Death by Meeting*, and *The Advantage*. In addition, our consultants will use leadership ideas from NPM and other ICN churches where applicable.

Dynamic Agenda Determination: Most engagement workshops begin with a **Team Assessment** review (based on content from *The Five Dysfunctions of a Team*) and then, based on the needs of the team, our facilitators follow the energy into the various other models mentioned previously. As a part of that, workshops often include an exercise in creating clarity by answering or reviewing the Six Critical Questions every leadership team must be able to answer, with emphasis on question 5, which is “What is most important right now?” Teams which desire to spend more in-depth effort developing more answers to other questions may want to pursue an entire workshop on creating clarity in and of itself.

While the workshop provides a kickoff to the program, sustainable change is achieved by continued focus on these concepts and any church specific goals discovered during the kickoff. With that in mind, this **Engagement** also includes 2 additional, virtual sessions where progress can be reviewed, additional material may be covered, and next steps may re-shaped to fit the needs of the church.

[▶ Learn More about Four Characteristics of Organizational Health](#)

GOALS

MINIMAL POLITICS. MINIMAL CONFUSION. HIGH MORALE. HIGH PRODUCTIVITY. LOW TURNOVER.

Who wouldn't want to work in an environment that was characterized by these traits? Or better yet, who wouldn't want to attend a church where the staff exemplified these characteristics?

Becoming more healthy as a church leadership team isn't easy work. But, it's certainly worth it. It's worth it to your staff and it will bleed over into your ministry and everyone you serve. This Church Solution is not just a *brainstorming or learning* session, but a **team health check**. Once you identify next steps to becoming a healthier leadership team, you'll need to keep these ideas in front of each other and stay accountable for the long-haul. This Church Solution provides a model to guide discussions and a way for our team to interact with your team in order to help you see your best opportunities toward creating the healthiest culture possible.

CONSULTING SOLUTION OUTLINE

PRE-WORK

- Read or listen to *The Advantage*, by Patrick Lencioni
- Review videos provided by ICN and the Table Group around the *Teamwork Trifecta*
- Team members will also take the Table Group's *Team Assessment* and *Working Genius Assessment*.

TIME TOGETHER

- 9 am — 4 pm for 2 days for the engagement kickoff.

FOLLOW-UP

After the initial 2-day engagement workshop, teams will be provided with a summary of the time together, copies of the material covered, and suggested next steps.

We will also schedule two, 60-90 minute sessions over the next 2 months with the program sponsor or entire leadership team to track progress and determine ongoing next steps.