



## CONSULTING ENGAGEMENT OVERVIEW

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### WORKING GENIUS WORKSHOPS

The 6 Types of Working Genius was first developed by Patrick Lencioni and the Table Group, in 2019. In the fall of 2021, the book of the same title was released. With more than 400,000 assessments taken, the Working Genius has become the Table Group's most widely experienced organizational health model.

Depending on the needs of the church, a Working Genius workshop or presentation can be developed for a number of different audiences. In each case, consultants certified in the Working Genius by the Table Group will perform and facilitate the work. Here are the most common options for hosting a workshop or presentation:

**Option A: Team Workshop** — We will touch on all aspects of the Working Genius model with the goal of helping a specific team (of up to around 10 people) understand their own geniuses, those of their teammates, and how each person interacts together. This option also yields the the most specific, customized feedback for a group around how it can implement the model in its daily work.

**Option B: Church Staff Presentation** — Provides a well rounded understanding of the model and how it works. Based on a larger audience than Option A, more people may come to understand the model, but there is less individual, specific feedback for each team and how they can use the model going forward.

**Option C: Volunteer or Attender Presentation** — This option provides a great deposit into volunteers and/or attenders. This can be done as a volunteer training event that would show how the model applies to serving in the church as well as each person's personal life and relationships. This can also be done as a "Business Breakfast" format to invest in the surrounding community.



[Learn More about The Six Types of Working Genius](#)



[Learn More about The Value of a Workshop](#)

## EXPECTATIONS

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### WORKSHOP VALUE

This consulting engagement provides a team with understanding of a model to help innovate and accomplish the work of a church — which can also be applied to most other areas of life. It also help teams focus their efforts in ways that bring more joy and energy toward work while simultaneously reducing burnout.

In other terms, teams that implement the Working Genius model experience the following benefits:

- Increased clarity about the phases of work for most events and projects
- Common language that can be used by each team member to communicate needs
- Better understanding about which team members contribute best to each phase of work

- Higher morale from team members as they contribute to work the brings them more joy
- More understanding for the gifts that other teammates bring to the process

## **WORKSHOP SCOPE**

All of the Table Group's models focus on organizational health. The Working Genius is no exception to that. In addition, it may be the most concrete, easiest applied model that the Table Group has developed. With that being the case, understanding and implementing the model is more easily accomplished and results are more apparent.

If larger, organizational health concerns exist, a Working Genius workshop may be a good first step to giving a team a common language and some ways to work more constructively together. At the same time, if broader organizational health improvement is the end-goal, a Working Genius workshop may address some symptoms, but it's unlikely that this model alone will help an organization with the root issues. To address root issues we would recommend a broader Organizational Health engagement of which the Working Genius is a small component. For more information on a broader Organizational Health engagement, please contact us at [partnerservices@irresistible.church](mailto:partnerservices@irresistible.church) or you may connect with one of our consultants who you may already know.

## **CONSULTING ENGAGEMENT OUTLINE**

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### **PRE-WORK**

Teams will be asked to take the Working Genius assessment or share their results if they have already completed it. For larger groups (options B and C), the church will be responsible for purchasing the assessments needed.

If desired, separate pre-work may be offered to the participants to help them prepare for the workshop itself by studying aspects of the model through a designed e-learning course. This course may take 45-60 minutes to complete and is optional to the overall process. In addition, groups may consider purchasing the Working Genius book for additional understanding.

### **TIME TOGETHER (DEPENDENT ON OPTION)**

Option A: 2-3 hour preferred timeframe work workshops.

Option B: 1.5 - two hours for staff presentations.

Option C: 1 - 1.5 hours for volunteer or attendee presentations.

### **FOLLOW-UP**

For any of the options, additional PDF resources will be provided at the conclusion of the workshop which may be passed on to all participants. For option A, team maps will also be provided. We also recommend debriefing with church leadership following any workshop event for feedback and to discuss additional potential next steps to gain more value from the model.