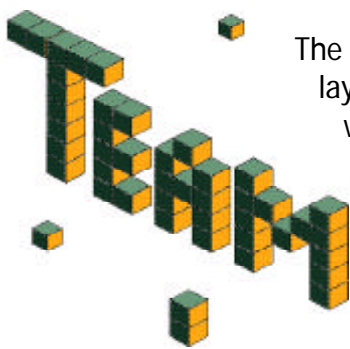


The T System™

Team Building and Leadership Development Winning the Performance Race

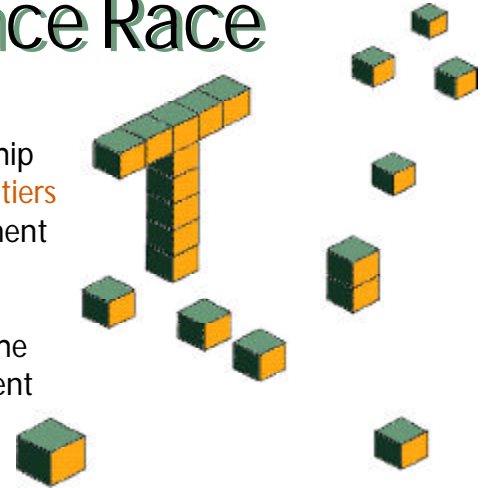
SBL Co has designed the T-System to facilitate team building and leadership development at every level of the organization, with special focus on the **tiers** of management, as a means of insuring sufficient depth in the management pool to meet the needs of succession.



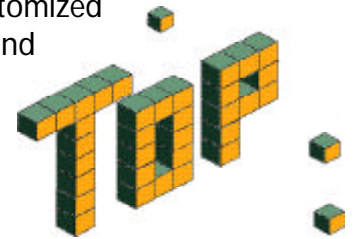
The basic approach of the T-System is to focus on the layers of leadership and management development within the organization. **T1's** are the effective leaders. **T2's** are the competent managers.

And, **T3's** are the contributing team members.

The specific method of implementation will be designed to reflect your organization's size and structure. The T-System is designed to raise the bar of leadership in the organization and to increase the depth of the leadership and the management pool.



Organizational development and change always starts at the **top**. In designing a customized program using the T-System, we begin by interviewing principal decision-makers and other key players to develop an in depth assessment of perceived needs or other possible issues. This consultative diagnostic procedure is an essential first step in implementing the T-System. At the conclusion of this first step, a determination is made as to what is to be accomplished over a series of scheduled sessions.



What are the T1 Objectives?

- Strategies to become a fully integrated **team**.
- Utilize collective creative abilities.
- Accept each other's strengths and weaknesses.
- Understand how to maximize each other's strengths.
- Strengthen cross-departmental synergies and levels of **trust**.
- Manage challenges and changes in a highly competitive market place.
- Move the company to the next level successfully.
- Plan strategies for continuous incremental improvement.
- Develop individual leadership core competencies.
- Objective approach to identify individual's with the competencies to be included in the **T2** and **T3** groups.
- Strategies for Succession - develop the individuals who will lead the organization successfully long-term.
- Be the collective pace setters for the whole organization.
- Enhance **trust** commitment and accountability.
- Develop mentoring and coaching skills.
- How you **think**.

(This list may be added to or certain objectives may be changed or even deleted based on specific organizational needs throughout the course of the program).

What is the approach to each tier?

T1 Development - Who Participates? - Effective Leaders Catalyze commitment to and vigorous pursuit of a clear and compelling vision - stimulates the organization to higher performance standards.



T2 Development - Who Participates? - Competent Managers Organize people and resources moving them toward the effective and efficient pursuit of predetermined objectives. They work collectively in carrying out project management. Freeing up the T1's and developing the confidence and core competencies necessary to becoming future leaders.

T3 Development - Who Participates? - Contributing Team Members Contribute to the achievement of group objectives: works effectively both independently and with others in a group setting.

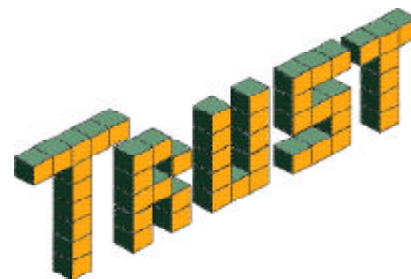
What are the T2 and T3 Objectives?

- An environment where they can develop excellent cross-departmental exposure and collaboration both in the sessions and outside the sessions.
- A place where they can develop personal self-confidence.
- An opportunity to learn more about Leadership and Team Building skills and strategies.
- A place where they can learn more about their individual management styles and improve on that style.
- They will be stretched to get "out of the box" vs. traditional thinking.
- They will have the opportunity to collaborate on project management and to solve organizational problems collectively.
- Their peers will hold them accountable to commitments and outcomes.
- Develop a greater level of cross-departmental trust.



How is the T-System Implemented?

First, we start with the T1 group for two sessions. Then the T2 group session's start and following their two sessions the T3 group session's start. Sessions are scheduled on a quarterly basis. Again, T3's are identified if the organizational structure and size warrant bringing that group into the T process. The value of having a series of scheduled sessions rather than just one session is to develop strong follow-up, including trust, commitment and accountability and implementation of these concepts. This approach provides for the advancement and expansion of concepts internally and the reinforcement of their implementation.



Expected Outcomes by incorporating the T-System in your organization:

Develop significant personal breakthroughs and strengthen leadership commitment which will transform your organization to greater levels of performance, productivity and profitability. Develop greater levels of cross-departmental and inter-departmental trust, commitment and accountability. Have operating teams that will both endure and excel through the challenging and the difficult times alike. And, most importantly insures a well thought out succession plan.

To start this process or for more information, please contact John Oakes, President, SBL Co. Management Consulting, Inc.
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