

90-Day Org. Health Sprint

With focus and discipline, in 90 days, an organization's most important team can establish a strong foundation for team alignment and organizational health.

Who:

- New leadership teams (including teams with new leaders/members) and existing teams ready to commit to being a cohesive team and creating organizational clarity

Engagement Highlights:

- Three fast-paced, highly interactive, five-hour team events, delivered in-person or virtually
- Organizational health coaching for the leader and team including pre-and post-event coaching conversations with the leader, meeting audits, and scheduled and ad-hoc additional discussions with team members during the 90-day engagement

Team Event Focus Areas:

- **Facilitated Team Event 1:** Discipline 1 (*Building a Cohesive Leadership Team*) Discipline 2 (*Creating Organizational Clarity*)
- **Facilitated Team Event 2:** Continuing focus on Discipline 1 and Discipline 2.
- **Facilitated Team Event 3:** Discipline 3 (*Over- Communicating Clarity*) and Discipline 4 (*Reinforcing Clarity*)

Outcomes:

- A cohesive leadership team that demonstrates trust, practices ideological conflict, is committed to its clear decisions, holds one another accountable to those decisions, and always focuses on *collective* results
- Organizational clarity created by answering six critical questions
- Better meetings and, therefore, better decisions
- An engaged, more productive and more successful organization



The Four Disciplines of Organizational Health



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|---------------------|-------------------------------------|
| 1 WHY DO WE EXIST? | 4 HOW WILL WE SUCCEED? |
| 2 HOW DO WE BEHAVE? | 5 WHAT'S MOST IMPORTANT, RIGHT NOW? |
| 3 WHAT DO WE DO? | 6 WHO MUST DO WHAT? |



[Mike McHargue](#) has been coaching leaders and teams for over 20+ years. He is the Founder/President of his consulting firm Mike McHargue Consulting and is a Principal Consultant with Patrick Lencioni's Table Group. Mike is a certified executive coach, leveraging Marshall Goldsmith's stakeholder-centered approach. He has worked with thousands of leaders and 500+ leadership teams during his career. The purpose of his business is to make organizations stronger and more productive and he does this by helping leaders master the disciplines of organizational health.