Relationship Building in the Workplace

Effective communication in the workplace is essential for collaboration, relational harmony, and productivity. The five-stage program I've developed is structured to evaluate workplace relationships, promote team building, and offer specific communication tools tailored to individual strengths and needs. I meet regularly with senior management to make sure we are accurately addressing goals. Here's how it works:

Evaluation Process

I begin by interviewing team members individually to evaluate the impact each has on one another, discover their strengths and challenges in working together, and assess the organization's communication structures.

Communication Styles Module

Next I meet with the team for a seminar based on the communication styles framework outlined in my book, *Do You Know What I Mean? Discovering Your Personal Communication Style*. This structured seminar helps individuals discover their personal communication style: the strengths, relative weaknesses, and how to manage conflict both proactively and reactively. The book and workbook are provided for participants.

Goal Setting

Because establishing personal communication goals and objectives forms a concrete path to change, I meet a second time with participants individually to help them deepen their understanding and use of the communication styles framework and tools.

Team Development

Then I work with the group and guide them in sharing individual goals, establishing mutual goals, and creating appropriate communication structures, which fosters development of greater cohesion and accountability.

Follow-up

I provide further support after team members have worked intentionally with their communication style and toward their goals. This follow-up group meeting, scheduled two to six weeks after the team-building session, helps them deepen their understanding of the process, develop advanced communication skills, and address any lingering obstacles in the work environment.