

## **ABOUT TEAMWORK FOR TRANSFORMATION™**

**An applied qualification program for VIEW: An Assessment of  
Problem Solving Style™**



Teamwork for Transformation™ is a program designed to help you create and enhance effective and high performing teams. The program is built upon VIEW: An Assessment of Problem Solving Style™ and successful completion of the course qualifies individuals to use VIEW for one-on-one feedback and application, as well as in their work to create productive teams.



VIEW: An Assessment of Problem Solving Style™ (VIEW) is a short, easy-to-administer questionnaire developed specifically for the purpose of helping individuals and teams efficiently and effectively solve problems while promoting creativity. It is based on more than 25 years of research and development. VIEW is designed to help you take a proactive stance in establishing an environment in which team members can work to their full potential as an individual and as part of a team. VIEW puts you in a position to build strategies and plans for playing to peoples' strengths and appreciating differences.

**VIEW provides results on three dimensions of problem solving**

*Orientation to Change* – how people prefer to manage change or solve problems, to develop existing pathways or explore different pathways

*Manner of Processing* – where people prefer to process information, internally or externally

*Ways of Deciding* – what people prefer to focus on when making decisions, people or tasks

VIEW can be administered on-line, or in paper format and each participant receives a personal feedback form outlining their scores on each of the dimensions and implications for their results. Only qualified VIEW Users can purchase and use the measure.

**The Teamwork for Transformation Course At a Glance**

As a result of completing this course you will be qualified to use *VIEW: An Assessment of Problem Solving Style™* and apply this measure to creating and enhancing productive teamwork.

**The participant will be able to:**

- Purchase and administer VIEW
- Collect and score VIEW using both an electronic and hand scoring system
- Prepare VIEW results for sharing with an individual or group
- Debrief VIEW results in a complete and ethical manner
- Share tips and suggestions for using VIEW results to improve problem-solving effectiveness of individuals and groups
- Use the VIEW Technical Manual and User's Guide to help address participants' questions about VIEW and its implications
- Apply VIEW to their specific teamwork challenges and opportunities

## **Pre-work and Preparation**

Participants complete:

- *VIEW: An Assessment of Problem Solving Style™* via the web
- Pre-reading material to help them succeed during the course
- A short pre-course survey

### **Day One (14.00 – 19.00)**

- Welcome, introductions and expectations
- An Introduction to *VIEW: An Assessment of Problem Solving Style™*
- The Reliability and Validity of *VIEW*
- Lunch
- Understanding the conceptual and theoretical foundations of *VIEW*
- Digging deeper into the benefits and risks of style preferences

### **Day Two (9.00 – 17.00)**

- Delivering feedback and interpreting *VIEW* results
- Understanding and Experiencing the interactions among *VIEW*'s dimensions
- Applying the interactions exercise to building teams
- Lunch
- Applying *VIEW* to teamwork and group development
- Guidelines for effective application of *VIEW*
- Using *VIEW*: The policies, procedures, and agreements

**Participants receive**

- Feedback on VIEW: An Assessment of Problem Solving Style™
- VIEW Facilitator's Guide (by Edwin Selby, Don Treffinger and Scott Isaksen) – A loose-leaf binder filled with helpful and practical resources
- VIEW: An Assessment of Problem Solving Style - Technical Manual (by Edwin Selby, Don Treffinger and Scott Isaksen)
- Other support and presentation material on a CD to support their learning and application of VIEW following the course

**How can I obtain Teamwork for Transformation™?**

The Teams for Transformation course can be delivered as an in-house offering to your group or division, a public course offered by the o2c2 Consulting Group or as a customized workshop tailored to meet the specific needs of your organization.