



## Team Building 101: A Plan to Improve Communication, Relationships, & Cooperation

**Industry: Nonprofit**

### Need

Non-profit agency aimed to address communication challenges, enhance interpersonal relationships, and provide staff with the tools necessary to adapt to various communication styles and work effectively with diverse teams.

### Solution

The Austin Alliance Group (AAG) proposed a comprehensive team-building program that utilized the Everything DiSC<sup>®</sup> behavioral profile tool developed by John Wiley & Sons, Inc. AAG offered two sessions as part of the solution:

#### Session #1:

Communication in the Workplace – What’s Your Style? – Participants explored how their communication style influences decision-making, problem-solving, and time management. The session equipped them to adapt their style to collaborate more effectively with others.

#### Session #2:

Making Relationships Work – How You Impact Others – This session focused on recognizing similarities and differences between individuals and offered strategies to enhance collaboration and effective working relationships.

AAG’s approach was based on the ADDIE model, ensuring a customized and impactful learning journey.

### Results

After engaging with AAG’s team-building program, the client experienced the following outcomes:

- **Enhanced Communication:** Participants gained a deeper understanding of their communication styles and preferences, leading to improved communication within the organization.
- **Improved Interpersonal Relationships:** Team members developed strategies to work effectively with colleagues of varying communication styles, fostering stronger interpersonal relationships.
- **Increased Self-Awareness:** Through the Everything DiSC<sup>®</sup> assessment, individuals gained insights into their strengths and areas for growth, enabling more effective self-management and leadership.
- **Practical Application:** AAG’s emphasis on immediate application ensured participants could implement their newfound knowledge and skills in real-world situations.



**Rachel Blanton**  
Facilitator & HR Consultant

*"Through top-down buy-in from leadership, this initiative not only enhanced organizational communication dynamics but also empowered individuals with actionable insights into their own communication styles, fostering empathy and alternative perspectives to serve their clients better."*