

Agenda

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A. Set-up. Introduce *QWLC* and go over the Agenda. Also to answer any questions or concerns before we begin.

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B. Breakfast Task. Eat breakfast. Everyone will "reveal" something positive about himself or herself that others probably don't know.

1. Anyone can ask a question. Answers are optional.
2. We play "spoons" and process the results.
3. We help arrange the furniture to optimize the space we have available.

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C. RGB - Self Selection Exercise. The first exercise of the begins with a brief explanation of the RGB (an inventory of work-style preferences taken before the retreat).

1. Based on this description, everyone in the group moves to the "color" explanation that they believe best describes their work style.
2. At the sub-group, each person receives their "RGB Profile" and has the opportunity to move to another sub-group or be "invited to join/depart" for the rest of the exercise.
3. Sub-groups make a 2-part list. What are our strengths. What do we do that might irritate others?
4. Each group briefs these attributes out to the others.

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D. RGB - Work Group Culture "Revealed." The group "reveal" is posted on the wall for all to see and make observations about. Questions are asked, implications are drawn, and conclusions are made about the "capacity of the group as people pursue their natural strengths - especially as the results relate to collaboration and competition.

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E. ICO - Inclusion, Control, and Openness in the workplace. Talk about the implications of group maturity on organization capacity.

1. Lecturette on the Schutz ICO model.
2. Discuss implications.

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F. RGB - Matching Tasks with Talent (MTT). Participants will complete a worksheet that determines the compatibility between their work style preferences and the assigned tasks.

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G. MTT Compatibility Implications on "capacity." Participants discuss and determine potential changes that will yield enhanced compatibility and increased "capacity."

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H. Internal Vision Creation. Using the Unifying Human Systems (UHS) Model participants will create the internal "vision" standards needed to improve workplace "capacity." This work will form the foundation for a "New Cultural Capacity Work Agreement."

1. Create the internal "vision."
2. Compare the internal "vision" with the current QWLI.

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I. Timeline Preparation. The group will create a timeline that will result in an ideal "capacity" among members of the workgroup.

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J. Development Measurements. Participants will develop measures that will allow them to determine if they are "on track" with the events depicted on the timeline.

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K. Creation of commitment to a "New Cultural Capacity Work Agreement." The group will talk about the implications of the proposed changes and commit (or not commit) to making the changes required to achieve the "vision" as created.

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L. Closure. An evaluation and appropriate closure will punctuate the event.