

RGB Retreat

Outcomes:

1. Learn about each other and myself through an **RGB** lens.
2. Increase our common understanding of how we work together.
3. Identify specific ways to improve worklife cultural capacity.

Methods/Agenda:

1. Set-up. The Facilitation Team will provide a framework within which the event will unfold. The participants will become familiar with the agenda and the handout materials.

2. Learning Game with Introductions. A learning game will provide the "ice breaker" and become a lens through which participants will begin to see each other as a capacity development team.

3. RGB Lecturette. A brief description of the **RGB WorkStyle Preference** categories will be provided. Participants will then be able to self-select for an appropriate category.

4. RGB Self-selection Exercise. Participants move to the sub-group they believe best describes their work style preferences.

5. RGB Inventory Results Reveal and Implications. Each participant will receive the results of the **RGB Inventory** they completed in advance, discuss implications, and have an opportunity to shift sub-groups to improve group balance.

6. RGB Exercise Task. Each sub-group will identify the color pre-disposition strengths of those in their group. Additionally, each sub-group will identify the work style characteristics that tend to irritate others. Each sub-group will brief out their findings.

7. Learning Game. A second learning game will provide deeper insight into the **RGB** complexities associated with work processes (and some comical implications).

8. Workplace Implications of RGB Technology. Facilitators will lead a dialog that explores **RGB** function and dysfunction, and how to improve organization cultural capacity using this technology.

9. Good to Great (or similar) Reflections. There are numerous connections between Jim Collins' book and **QWLC's RGB Technology**. Connections between the book and this workshop will punctuate the retreat.

10. Closure - Evaluation and Photographs. This segment takes a few minutes to bring the session to conclusion.

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