

GridWorks

Maximizing Resources with Grid® Solutions

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What is the GridWorks Seminar?

Gaining Perspective

The GridWorks Seminar provides a learning environment through which individuals can gain a different perspective on how their behavior affects others in the workplace. Specifically, the seminar looks at practicing critique, advocating convictions, making decisions, and resolving conflict in ways that promote progress and synergy.

...very interesting to see the level of trust and openness that developed.

Self-Directed Learning

The majority of seminar time is spent working in teams. Tasks are defined only in terms of *what* needs to be accomplished within a certain time frame. *How* a team approaches these tasks in terms of gathering information, setting goals, managing time, resolving conflict, etc., is up to the team itself. Seminar managers provide perspective by facilitating general sessions, introducing team activities, and reinforcing Grid theory.

I found this training extremely beneficial, increased self awareness. Studying the leadership styles helps me not only to understand myself but to understand and motivate other team members

Measured Results

Accomplishment is measured throughout the seminar on several levels. Individual contribution is evaluated in comparison with overall team performance. Team performance is evaluated in comparison with other teams in the seminar. This multi-level measurement approach shows teams how effectively they are using the resources offered by every

member. The ongoing measurement of action and results allows teams to understand strengths and weaknesses and to develop improvement strategies. Finally, team members go beyond the numbers and percentages to examine how specific behaviors enhance or impede team progress.

Both team and individual behavior is examined from the perspective of five specific relationship skills:

- **Critique:** Learning from experience by anticipating and examining how behavior and actions impact results.
- **Inquiry:** Questioning, seeking information, and testing for understanding.
- **Advocacy:** Expressing attitudes, opinions, ideas, and convictions.
- **Decision Making:** Evaluating available resources, standards of excellence, and potential consequences to reach a decision.
- **Conflict Resolution:** Confronting and resolving differences.

Really opened my eyes to how things should be done, how to be effective and productive.

Who Can Benefit?

Organization members of all ranks will benefit from what GridWorks offers: wage and hourly personnel, task forces, support staff, front-line service associates, HR and communication staff, technical and IT professionals, team and project supervisors, and union members.

How Long Does It Take?

The seminar is conducted over two consecutive days from 8:00 a.m. until 6:00 p.m. with both morning and afternoon sessions. There are approximately 10 hours of prework required to maximize individual and team benefits from GridWorks. Preparation for the seminar includes reading the 100-page text, *GridWorks*, and completing two prework activities.

Grid The Power to Change.®