
Shop: EFFECTIVE WORK GROUPS

The processes that we experience to communicate our experiences, are the same ones that we experience when creating our experience.

Bandler and Grinder.

I. OBJECTIVES

When finishing the program, the participants:

- ◆ Will have experienced an analysis and visualization of the organizational results by each member of the group as for their personal development and their managerial practice, establishing the level of commitment in individual and grupal effort that is required.
- ◆ Will have verified to what extent they are committed with the process of development of the group and of the team, as well as the necessities and current demands of leadership and to what extent they apply the information – feedback, on their behavior and managerial acting in the group.
- ◆ Will be in disposition of accepting the necessity of personal changes and of being involved in a diagnosis action, preparation, design and installation of behaviors and interaction systems to achieve common goals.
- ◆ Will have information that guides personally each one of the individuals toward the behavior changes that the current demands of the business, of the client and that the team requires.
- ◆ Will have developed a concept characteristic of the personal leadership and of the necessities of their clients and collaborators applying the demands and maturity of the task.

CONCRETE OBJETIVES:

- ◆ Bigger Orientation to Results
- ◆ Better communication between the groups.
- ◆ Better Role understanding
- ◆ Better Effort concentration.



CONSULTORES

II. PREVIOUS INTERVIEW – DIAGNOSE.

We carry out previous interviews for initial diagnosis of one hour approximately, for each participant in the shop.

The application of this diagnosis obeys the necessity of knowing to the group as one, and the organization. To identify those barriers that can be translated in inadequate behaviors, and that block the effectiveness of the group and the quality of people's life in the work.

To know the strong areas and of opportunity that the members of the group perceive in each member of this.

The information that is obtained will be material of the integration seminar, and it will be given as a feedback to the group and people.

III. THEORETICAL FOUNDATION

We think that six concepts determine the health of a work group, and that they allow a high level of efficiency and quality of life:

1. Purpose and group mission.

It includes the analysis of who the client is, what the client expects from me and how I satisfy the necessities of the same. In other words:

- ◆ Mission and purpose.
- ◆ Role or Part.
- ◆ Critical areas of effectiveness of each List.
- ◆ Relationships of role.

2. Organization.

To specify the form in that is the total load of work divided internally, and to derive this way the analysis of:

- ◆ Design of contributions.
- ◆ Problems of power.

3. Human Relationships

Allows to identify the concepts inside the organization, as well as their causes.

- ◆ Trust.
- ◆ Opening.
- ◆ Realization.
- ◆ Interdependence.



CONSULTORES

4. Systems of Consequences.

Verifies that the economic as psychological system of consequences reinforces the behaviors that contribute to the planned results and it sanctions those that generate inappropriate consequences:

- ◆ Factors of psychological integration in a group.
- ◆ Motivational factors.
- ◆ System of consequences.

5. Political, Norms and rules.

Those aspects that facilitate a bigger coordination and they speed up the processes and stimulate the possibility of pride.

6. Leadership.

It is the one that maintains the balance among all the factors mentioned before, it analyzes the flexibility of each participant's orientation toward the mission of the company.

IV. SESSION OF INTEGRATION

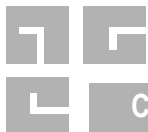
The development of the session will be driven through the active method, derived of the pattern of the hairspring of the human growth.

Diagnosis, Personal Experiences, Thinking as a Reflection, Feedback, Conceptualization and Action.

Active Exercises will be used in the atmosphere that the elected local will allows us, for it assures purposes and learning.

Content:

1. Grupal perspective.
2. Mission and purpose.
3. Critical areas of effectiveness.
4. Topics of Organization.
5. Human Relationships and feedback
6. Systems of consequences.
7. Group norms.
8. Action commitments.
9. Next steps.



CONSULTORES

V. PRICE

The price of the program for maximum 12 participants including:
Two days for the diagnosis interviews.
Integration shop (Three days).
Material of the participants' support.

it is of € XX,XXX.xx plus Taxes.

VI. CONDITIONS

The payment form will be in the following way:
50% when the program is approved.
The remaining 50% at the beginning of course.

In case the course is carried out outside of Bremen Germany, the transportation expenses, lodging and the instructor's feeding will run for the client's bill.



CURRICILUM VITAE

Ramón Galarza Chárdi
Independent Consultant since 1980

Has collaborated as an external consultant to build corporate culture, strategic planning/thinking, executive development and creative working teams, for several multinational companies as:

Bacardí, ABB, Volkswagen, Q. Hoechst, Kellogg Co., Nielsen Co., Kimberly Clark, Cemex, Grupo Mabe, ICA-Vulkan, Osram, Coca Cola Femsa, Vitro, etc.

Has also collaborated in similar programs for Mexican companies:

Bancomer, Cigarrera la Moderna, Bital, Inverlat, Probursa, Grupo Alen S.A. de C.V., Nacobre, Comercial Mexicana, Seguros Monterrey-Aetna, Afianzadora Insurgentes, etc.

The Countries in which he has collaborated are:

Mexico, Argentina, Chile, Colombia, Costa Rica, Ecuador, Venezuela, Perú, Guatemala and Honduras.

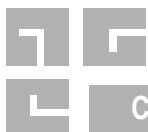
Obtained a Bachelor degree in the "Universidad Nacional Autónoma de México, 1969" and a Ph.D. from "University of Bonn, Germany, 1975".

Brainstorming sessions are continuously used to build corporate structure, strategic thinking, and creative working teams.

Contacts for this CV:

Grupo Mabe: Ing. Urbano Pérez, Ing. Luis Hoyos, Ing. Joel Zapata, Lic. Enrique Guillén.

Grupo FEMSA: Ing. Mariano Montero, Lic. Narciso Elvira.



CONSULTORES