



*Halpin Leadership Strategists™*

## Discovery Dialogue

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### ***What is a Discovery Dialogue?***

A discovery dialogue engages an organization in understanding the underlying reasons for problems indicated by raw data such as that found on employee surveys or in personal observations and experiences. Such raw data often indicates a problem in a way that suggests only superficial solutions.

A discovery dialogue can include a combination of confidential one-on-one interviews, focus groups, e-mail interviews, phone discussions, and skilled observation. It results in a summary of “problem definitions,” which is used as a springboard for creating on-target interventions.

### ***Logistics:***

Interviews will be conducted with as many Management staff as requested. Results will be summarized into themes and presented to the Executive Team. The results will be presented in terms of the gifts of the team and the gaps of the team when the team, (or individual members), have a level of intensity that causes their strengths to become limitations. Thereafter, a session will be conducted to roll out a joint vision for a high performing team and develop a plan of action to coalesce that team..

### ***Purpose:***

The purpose is to gather information while simultaneously identifying root causes and underlying challenges that prevent a team from operating as a high performing, extremely focused and effective **team** consistently.

### ***Desired Outcomes:***

1. A joint vision for a high performing team.
2. An assessment of the Team’s current level of effectiveness in these areas:
  - a. Communication
  - b. Teaming
3. Clarity about growth opportunities for the team and individual team members.
4. Clarity about Proper Roles and necessary support structures to keep everyone in the proper role that is aligned with their strengths, their stated role and title, and the current needs of the organization.