



Cats and Dogs®



What are the desired results of Cats and Dogs®?

Knowing how to recognize the perspective from which team members operate allows leaders to select the appropriate strategies to foster and maintain positive and successful relationships with team members. Participants will acquire the necessary communication skills and tools, which once in place, lead to more effective teamwork. Using the research of Michael Grinder, attendees will learn strategies to communicate more effectively with team members, resulting in enhanced solutions to issues arising in the workplace.

Participants will:

- Identify two distinct perspectives and styles that people possess, understanding that we have attributes of both
- Learn the benefits and cautions of each
- Practice communication strategies that lead to high productivity and morale
- Investigate practices that allow team members to work successfully with colleagues who may share differing viewpoints

What will participants in Cats and Dogs® be able to implement, improve and/or change?

All workplaces are dynamic and diverse. By answering the question, “Why are people the way they are?”, those who participate in a *Cats and Dogs®* session will more readily recognize and identify style differences in people so that work productivity and product quality is enhanced. Greater success in the workplace will come through an enriched understanding of the keys to effective communication, leading to improved personal and professional relationships. Application of the strategies presented during this session will build upon participants’ strengths and produce a more cohesive, cooperative and dynamic working environment.



Session outline

Cats and Dogs® can be customized to be single- or multiple-day sessions. Awareness sessions of shorter durations can also be arranged. Follow-up opportunities such as observations, coaching, consultation, etc. are available. Each session can be customized to fit a variety of audiences: educators at ALL levels, community members, business employees, support staff and young people. Sample agenda items might include

- discover the “catness” and “dogness” of each participant by analyzing the qualities of each style
- explore the seven ingredients of Charismatic Leadership
- engage in exercises that permit attendees to strengthen the ability of teams to function more successfully, capitalizing on team members’ strengths

What impact will this session will have on your organization?

The long-term impact of participation is greater success in the workplace. Recognition of styles of team members helps a district leader to move people toward development of a focused plan to achieve district goals. By identifying the “cats and dogs” on the team, the leader better builds relationships and taps into team members strengths and more successfully addresses issues. The group members have an increased understanding of the keys to effective communication, which leads to improved personal and professional relationships. Knowing self and others allows attendees to function more efficiently as a team, resulting in superior job performance.

Flyer format based on the “Logic Model” by Watson (2000). Child Care Partnership Project. Content: Hirst-Loucks and Loucks, 2011.

For more information regarding *Cats and Dogs* and other professional development offerings, please contact Teaching and Learning Connected at 315.729.6476 or teachingandlearningconnected@gmail.com or www.tlconnected.com