



Leading Highly Effective Teams

ADIZES INTEGRATORS TRAINING

This **10 half-days in-depth online seminar** provides detailed skills and techniques on how the Adizes Symbergetic™ Methodology can be applied through the Program for Organizational Transformation in the decision-making process.

As organizations succeed, work grows in scope and complexity. This calls for leaders who understand how individual problems interrelate with other problems and opportunities within an organization, and how to solve them holistically. This workshop is specifically designed to address the process of managing collaborative teams where mutual trust, respect, and the ability to constructively harness conflict are the norm. Many of the concepts can also be applied to individual decision-making and communication.

CONCEPTS TO BE EXAMINED INCLUDE:

- 1.** How to differentiate between the causes, symptoms and manifestations of a problem and develop the correct strategy for addressing them in order to solve the problem holistically.
- 2.** How to identify which decisions should be made by an individual and which decisions should be made by a team.
- 3.** How to identify who needs to be involved in a problem solving team in order to assure effective implementation.
- 4.** How to identify different sources of conflict in a problem solving team as they come up, and how to make the sources of conflict constructive.
- 5.** How to integrate a team through the decision making process, so that all members are excited about and support the solution.
- 6.** How to allow for participative management without undermining management's authority.

WHO SHOULD ATTEND THIS SEMINAR...

This workshop is especially valuable for key executives, corporate leaders, and individuals seeking insight into how to successfully manage change in the public, private, and governmental sectors. Participants aim to be change leaders who seek unifying constructs that can influence their organizations, communities, and individual lives in positive ways.



LEADING HIGHLY EFFECTIVE TEAMS SYMBERGETICALLY

utilizes lectures, videos, group discussion, and team decision-making simulations to facilitate learning. Participants are encouraged to bring a list of problems and opportunities from their real lives so that the tools, skills and techniques are applied to real-world situations, and can be illustrated in a way that is directly meaningful to participants.

The seminar is very intense and provides an enormous amount of useful and insightful information that is readily applicable upon completion of the workshop. It is very important for participants to be fully available for the entire duration of the seminar.

Homework will be given and participants are expected to study beyond the time limits of seminar sessions.

PREREQUISITE: Participants must have attended a previous seminar on Adizes Theory, and be able to demonstrate their knowledge by passing exams on “The Roles and Styles of Management” and “Mastering Change.”

What Previous Participants Have to Say...

“Everyone talks about teamwork. They bring people together, put them in a room and tell them to work as a team but that goes nowhere. What is different about Adizes is that they give you real tools and a structure to get people involved, to get people to work as a team. Not only getting people to cooperate with their hands and bodies but getting them to cooperate with their brains. When you get many people using their brains together, as a team, that is how you get real teamwork.”

— **PANET CHONGVATANA**

Chief Strategy Officer, Patkol

“This is a ‘how to’ seminar that you will not want to miss if you are looking for effective ways to apply the Adizes methodology.”

— **BARRY BOWATER**

Advisor to the President, Trinity Western University

“Wonderful training! Very difficult concepts were communicated clearly and concisely. I gained a much better understanding of how critical roles in a problem solving team can be, and a deeper understanding of how we can use the learned tools to address operational problems.”

— **JOHN BARRETT**

President, Bailey and Glasser LLP

“This seminar provided me with the unique insights on how to simplify the complexity of management. The skills cultivated during the training were practical and applicable to support the areas of growth and change in my organization, while creating an environment of collaboration and cooperation. My ability to lead improved dramatically. Most important for me was being able to use my newly acquired skills immediately within my company. You should not miss an opportunity to attend this seminar.”

— **JEREMY L. ROTE**

Vice President of Finance, National Steak & Poultry



FACULTY

The Instructor of this Workshop will be an Adizes Certified Associate.



Shoham Adizes
Lead Instructor
Senior Associate

UPCOMING SEMINAR

The next training will be held from **Wednesday January 21st through Saturday, January 31st**, Sunday 25th is a day off. Each session will be LIVE online from 8:00 am to 12:30 pm Central Time (US) / 4:00 pm to 8:30 pm Eastern Europe Time.

In preparation for the Training, students have to complete a 6-week preparation program and take and pass two pre-qualification exams. Each preparation week will require 4 hours of reading, watching instructional videos and taking quizzes.

Preparation Program

Week 1 - Dec 10th, 2025

Week 2 - Dec 17th, 2025

Week 3 - Dec 24th, 2025

Week 4 - Dec 31st, 2025

Week 5 - Jan 7th, 2026

Week 6 - Jan 14th, 2026

There will be 1 optional LIVE Review Sessions during the 6 week preparation period to go over the materials and answer questions from the participants.

Review Session 1: To be defined in December, 2025

Prerequisite Exams Deadline: January 7th, 2026

Investment: \$6,000 USD

**ENROLL HERE FOR THE
JANUARY TRAINING:**

<https://bit.ly/E2Jan2026>



To obtain more information, contact
Carolina Rosales
Professional Services Administrator
Adizes Institute
services.admin@adizes.com