

First  
Friday

# WELCOME

## Community of Global Practitioners

IN CHAT,

1. Where are you Zooming in from?
2. What Corentus program did you engage in?

# Coherence Moment





# Community of Global Practitioners

*With a Passion for Transforming Teams*

# Corentus Community of Global Practitioners

*with a Passion for Transforming Teams*



Executive Certificate in  
Leadership Coaching



*Development, Support, & Care*

# *Our Time Together*

- **State of Mind Check-in**
- **This Month's Theme**
- **Thought Leader(s) & Q&A**
- **What's New**
- **Mindfulness Moment**



# Corentus State of Mind Check-in



*This Month's Theme*

**A Team's Journey,  
Collaboration & Cohesion**  
*From Team Forming to Fully Functioning*



# Team's Journey

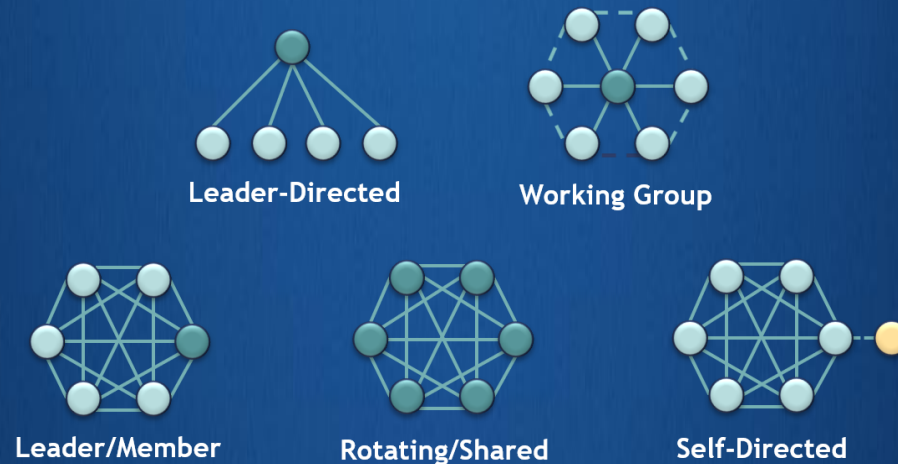
## CORENTUS TEAM WHEEL™ Key Dimensions of Team Effectiveness



## CORENTUS TEAM LIFECYCLE™ Key Dimensions of Team Effectiveness

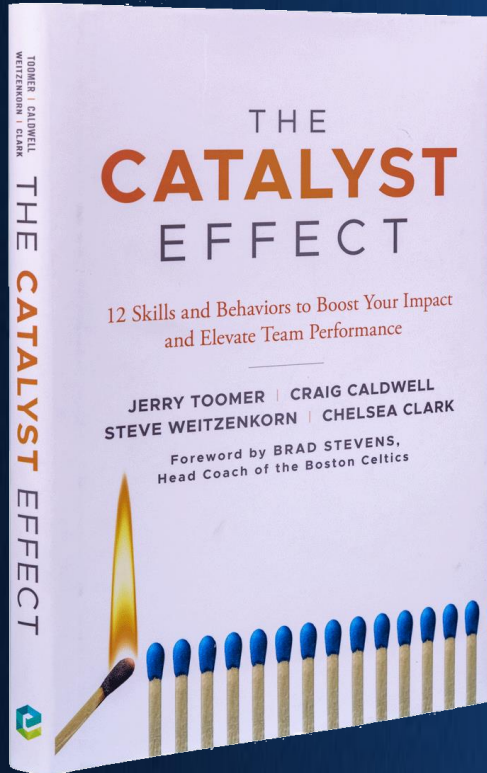


## CORENTUS TEAM OPERATING MODES™ Situational Group & Team Types





# This Month's Thought Leaders



“The Catalyst Effect lights the path for every person in every organization to see themselves as leaders.”

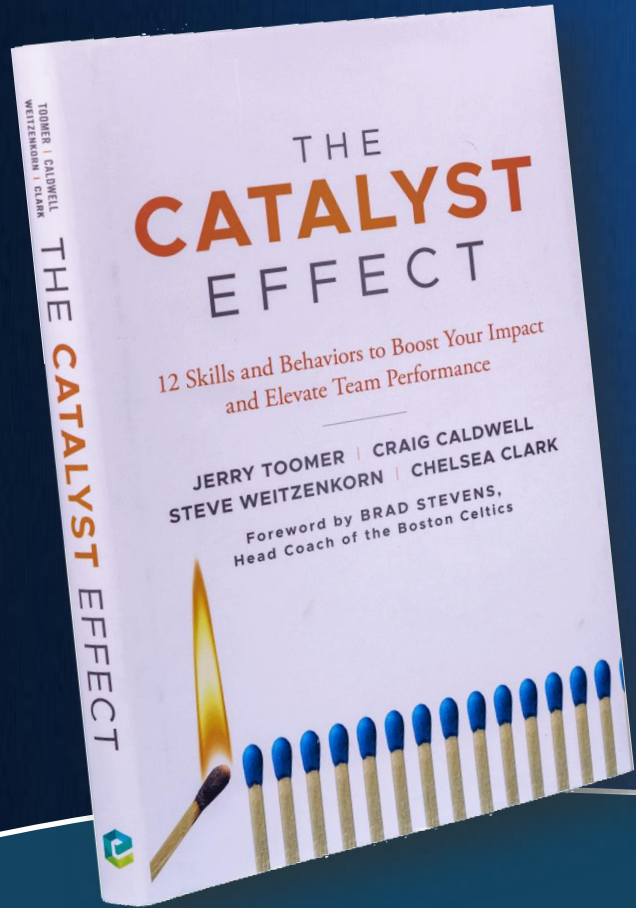
— Angela Duckworth, Author of GRIT

“The Catalyst Effect offers a fresh perspective of what teamwork and leadership can look like in flatter organizations.

The authors deliver insights and tools needed to lead regardless of one’s formal title.”

— Dan Pink, Author of Drive and To Sell is Human

# First Friday with a Thought Leader (42:51)



**Jerry Toomer**  
Author of The Catalyst Effect



**Courtney Salati**  
President of The Catalyst Effect

# Introduction to The Catalyst Effect

*Lead From Wherever You Are ©*

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The Catalyst Effect | 2023



# The Idea and The Research *Lead From Wherever You Are*<sup>®</sup>



# Traditional Leadership

*Models, Books, Training*

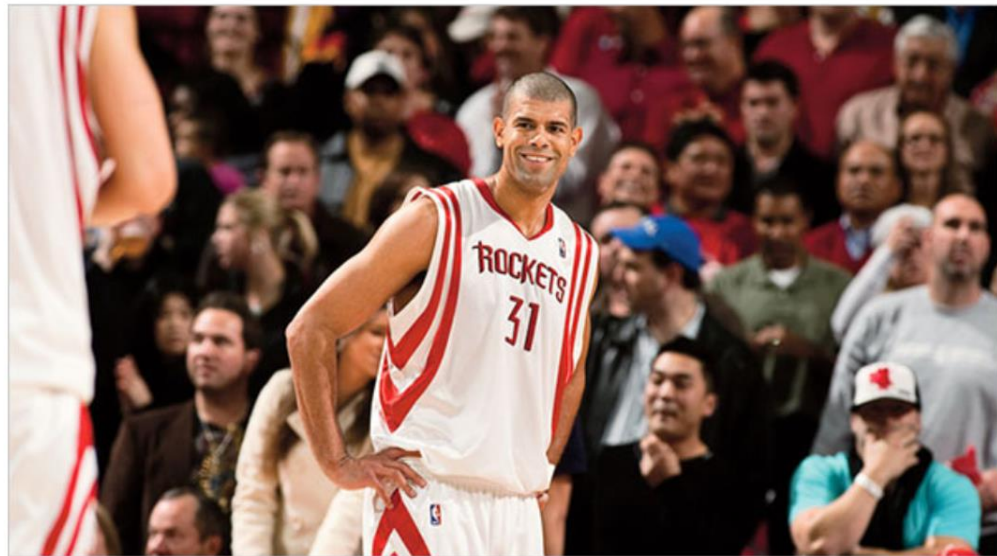
- Formal Title
- Moving up the ranks
- Managing People
- Star Performer/Captain



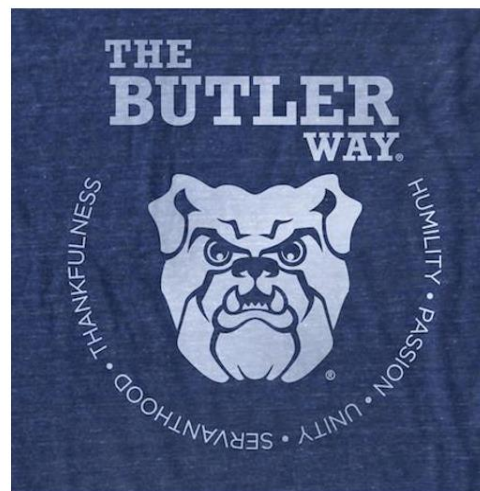
# The Sparks for the Catalyst Effect

## The No-Stats All-Star

By MICHAEL LEWIS FEB. 13, 2009



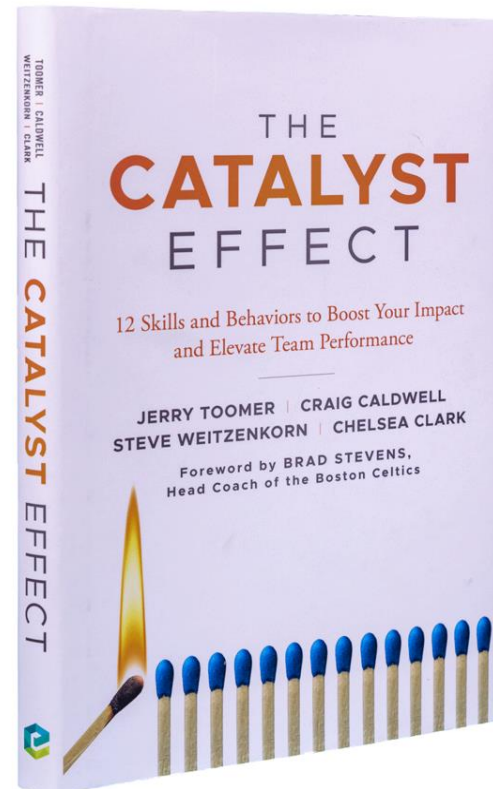
**Statistical Anomaly** His greatness is not marked in box scores or at slam-dunk contests, but on the court Shane Battier makes his team better, often much better, and his opponents worse, often much worse.  
Robert Seale for The New York Times



# THE CATALYST EFFECT MODEL & CATALYTIC COMPETENCIES



Provides specific knowledge and tools to help individuals *Lead From Wherever They Are*<sup>®</sup>  
Clearly defines the **behaviors** which are expected of **every individual at every level**



“The Catalyst Effect cuts straight to the chase on what it takes to be a true leader...”

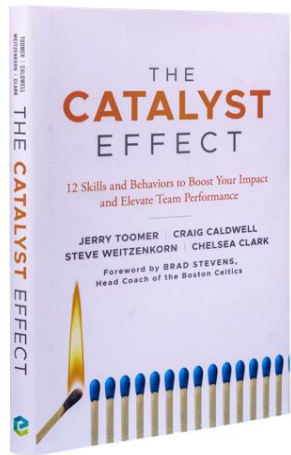
– Stephen M.R. Covey

“The Catalyst Effect lights the path for every person in every organization to see themselves as leaders.” – Angela Duckworth

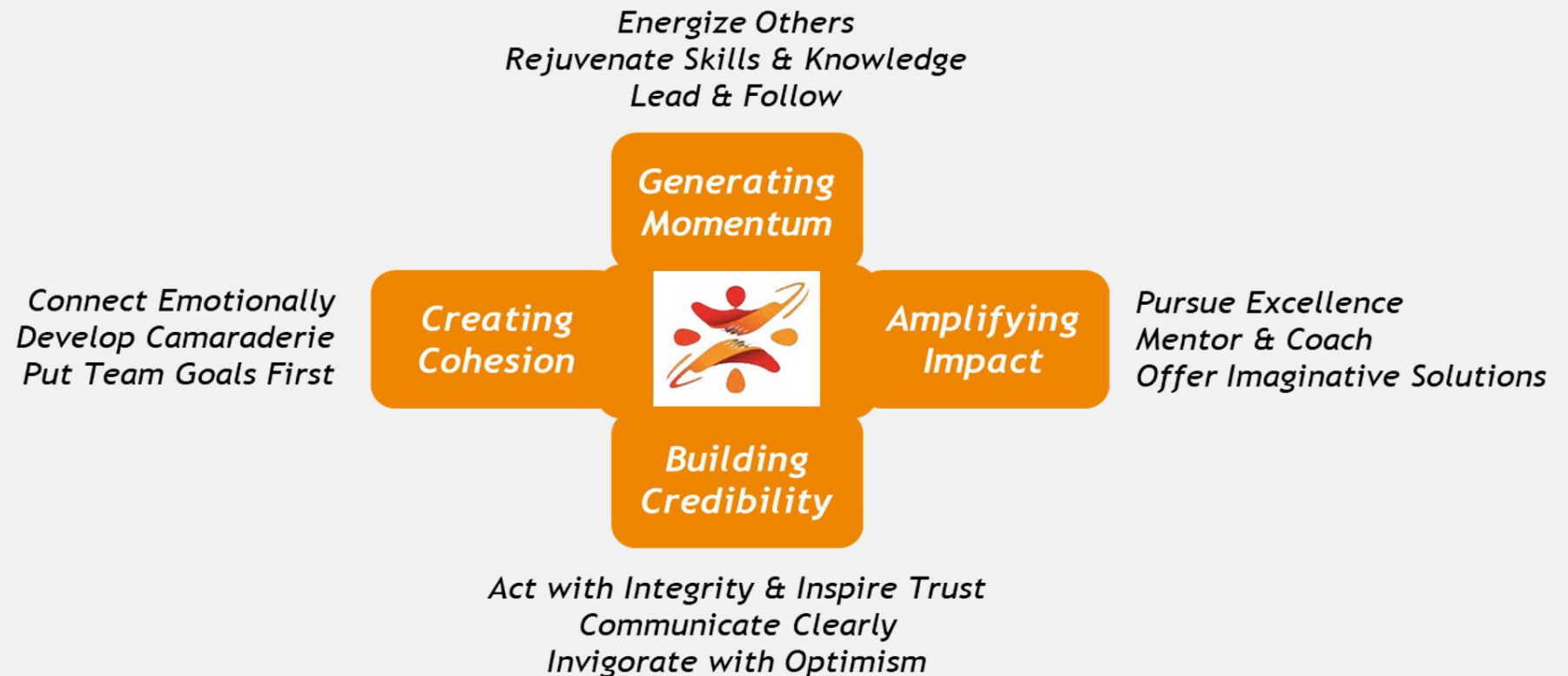
“The Catalyst Effect is at once inspirational and pragmatic.” – Daniel H. Pink

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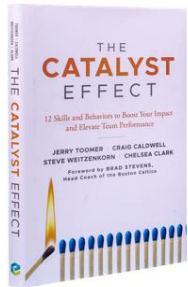
## 4 Cornerstones... 12 Catalytic Competencies





**Your personality is nice to know... Your behaviors you can do something about.**  
**Invest in data that drives you to action**

*Helps any individual, regardless of title, understand how others view them and their behaviors in order to become more effective and Lead From Wherever They Are.®*



The Catalyst Effect Multi-Rater Assessment® Report Prepared For  
**Sample Assessment**  
Thursday, January 28, 2021

This report summarizes feedback from the following raters:

1 Self  
1 Manager  
1 Others

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4 TOTAL RATERS

CATALYST EFFECT Sample Assessment

**YOUR SUMMARY DATA**  
The Four Cornerstones

This graph and table show the average rating for each CATALYTICCORNERSTONE.

**SCALE**

10 = Always a role model  
7.5 = Usually a role model  
5 = Sometimes a role model  
2.5 = Rarely a role model  
0 = Never a role model  
N/O = have not observed

**GRAPH LEGEND**

Self = your ratings  
Manager = your manager's ratings  
Others = the average of all other raters

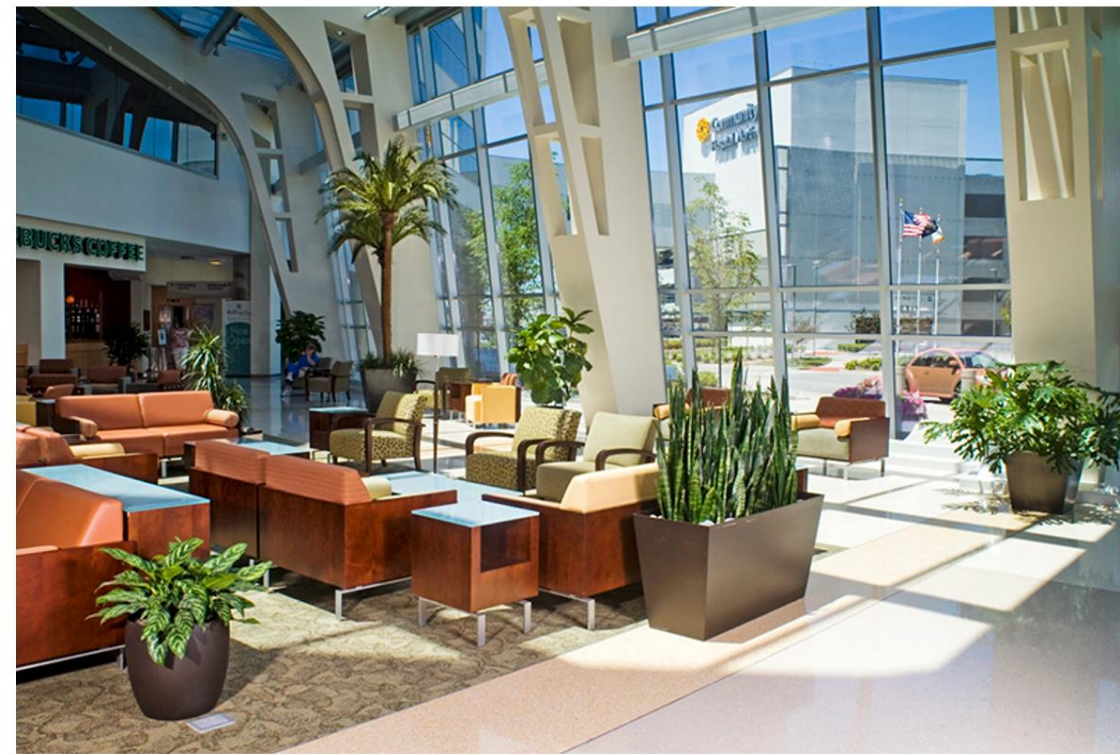
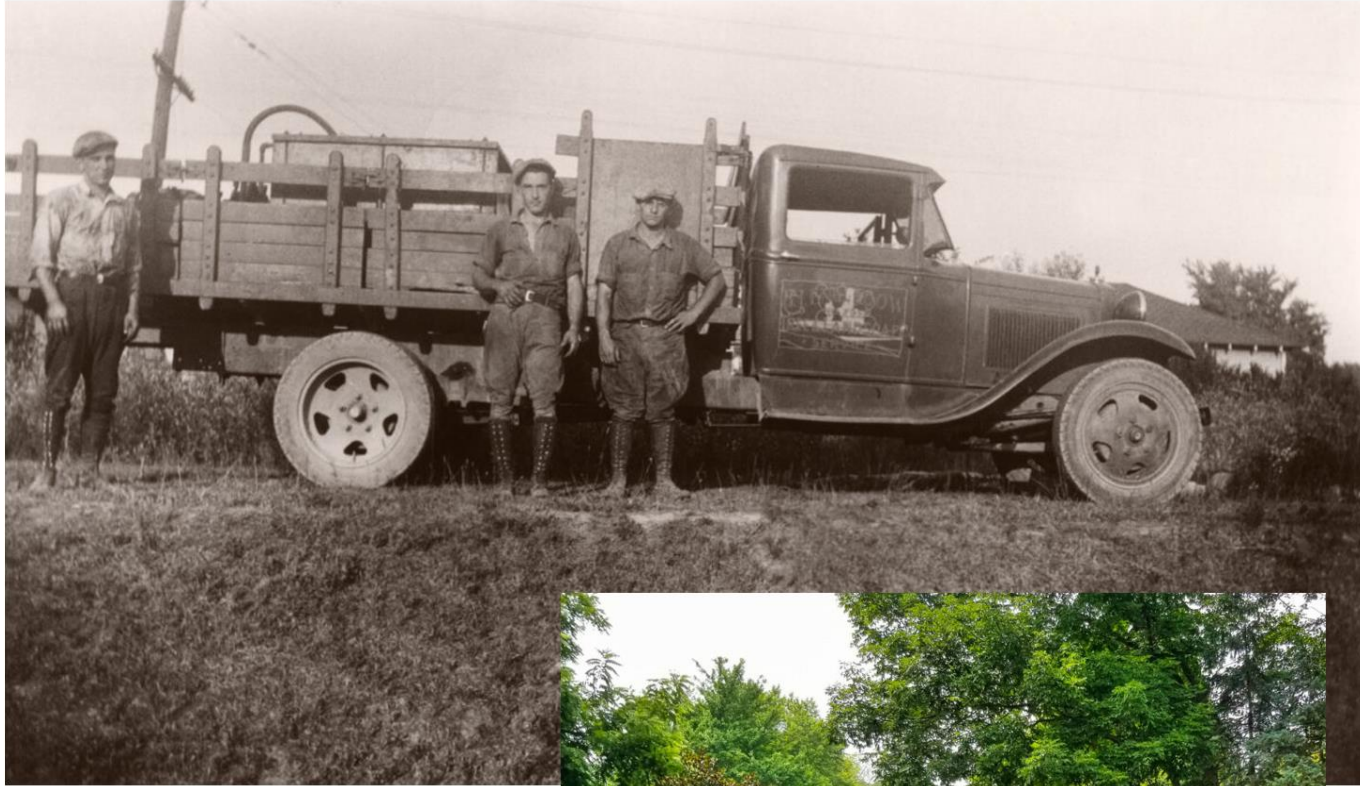
	BUILDING CREDIBILITY	CREATING COHESION	GENERATING MOMENTUM	AMPLIFYING IMPACT
SELF	7.67	7.02	7.81	6.83
MANAGER	8.17	6.25	7.19	7.60
PEERS/ OTHERS	6.42	6.25	6.77	7.02

**REFLECTION:**

- What patterns do you see in the graph and table above?
- Is one Cornerstone quite a bit lower, or higher than the Others?
- Are there differences between rater scores? What might this tell you?

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# AN EXAMPLE



# The Catalyst Effect

**Lead From Wherever You Are<sup>®</sup>**



*What's New*

**A PORTAL**

*for the Development, Support, & Care of the*

**Corentus Community of Global Practitioners**



# Mindfulness Moment

Thank you!  
Reach out.

[Janice.Caillet@Corentus.com](mailto:Janice.Caillet@Corentus.com)

# Team's Journey

## The Corentus Team Wheel™ Key Dimensions of Team Effectiveness



- Common Purpose
- Shared Goals
- Scope

- Ownership & Engagement
- Agreements & Commitments
- Feedback & Improvement
- Execution & Delivery

- Team Membership
- Team Leadership
- Roles & Responsibilities
- Authority & Decision Rights
- Competencies

- Meeting Effectiveness
- Planning & Organizing
- Problem-Solving
- Decision Making
- Communication
- Conflict Management
- State of Mind & Energy
- Inclusion & Integration
- Trust & Safety
- Development & Growth