

ADEPTION™

[VMI] Team Mindset Explorer



Empower your team for today's challenges and tomorrow's opportunities.

Teams drive our business.

True teams have incredible potential to solve complex, adaptive problems that are everywhere in our world today. Many teams however, get in each other's way or are simply work groups that do work independently and provide updates to each other. Tap into what teams can uniquely do together with the [VMI] Team Mindset Explorer and unlock your teams' ability to approach and solve different challenges.

This revolutionary approach weaves together the best of individual and team development experience and adds immediate impact in your teams' day-to-day work.

Three months support to transform your team

This experience focuses on real time challenges. The time investment is minimal and focused on doing the work that you need to do. Team and individual development is an outcome not the core work.

Your teams 3 month process includes:



Evaluation and analysis

Individual assessment and group debrief



AI powered platform

Digital debrief, reflection and insight gathering



Live workshops

Making sense of the challenges your team is facing and how to make progress with them



Support

Optional support from Adeption coaches and additional digital workouts.

At a glance



AUDIENCE

Anyone who collaborates with a team and leads through complexity



COMMITMENT

10–20 minute assessment
3x short digital workouts
4 hour workshop
1 hour workshop

WHAT MAKES THE VMI UNIQUE

Leveraging the power of AI and rigorous research, the Vertical Mindset Indicator [VMI] offers a fresh perspective on leadership development and lends itself to the fast-paced schedules of today's leaders, while providing an **actionable** path for growth and impact. The Unpack Your Results digital debrief also makes it highly **scalable** for teams and organizations.

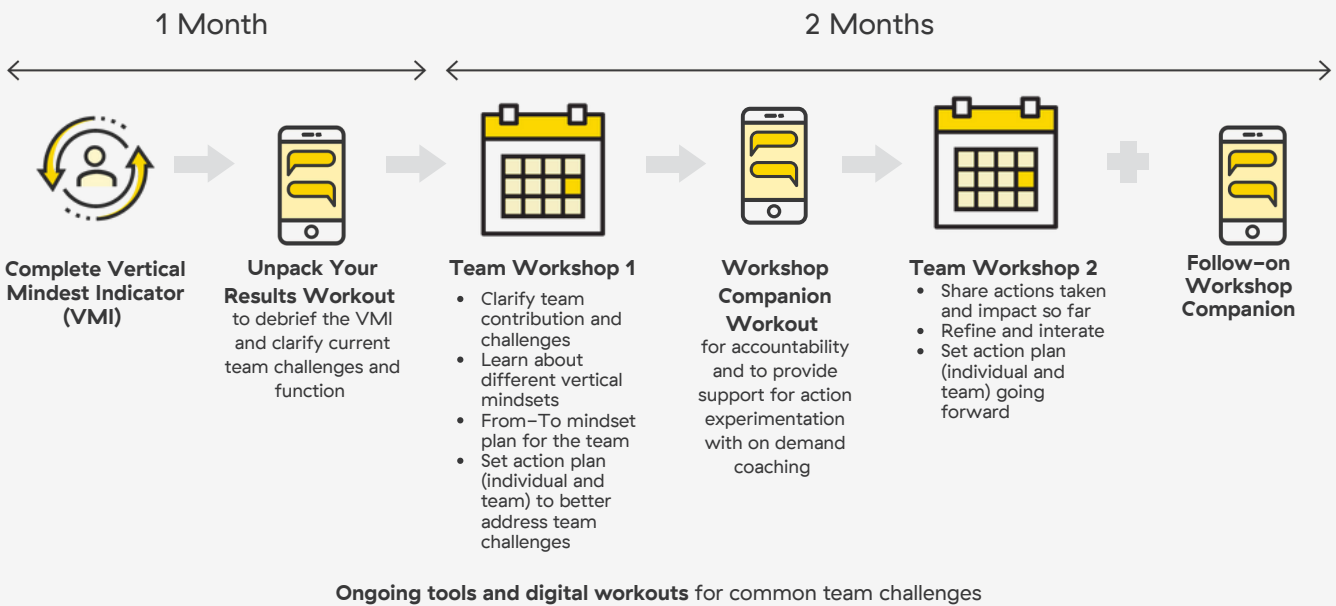
Upon going through the VMI assessment and workout, leaders can immediately reflect on their results, apply learnings, and grow a more adaptive mindset.







RESEARCH BACKING



The VMI assessment is based on the well-respected **Washington University Sentence Stem Completion test (WUOSSC)**, research done with Harvard University, and 10,000+ assessments from leaders across nationalities and industries.

The VMI builds on the work of Susanne Cook-Greuter, a world authority on leadership maturity. Her leader maturity profile (MAP) has been validated across many cultures and populations. Since 1980, she has analyzed more than 11,000 MAP tests in more than 200 different academic and business contexts.


The Participant Experience – How Does It Work?



Topic	What's Involved	Time Commitment
Complete VMI 	Individual and team assessment in the Adeption platform. <i>Click the image for an example.</i> 	15 min. to complete the workout.
Unpack Your Results Workout 	Your individual VMI report is scored within 24 hrs and released to you with a link to complete a digital debrief. The digital debrief helps you make sense of your individual report and provides insight into how you and your team function together. <i>Click the image for an example.</i> 	20 min. to complete the workout. Our coaches are on hand to provide feedback and answer questions all via the Adeption.io platform.
Team Workshop 1 	Your team comes together to clarify your current team context and dynamic. Based on this diagnosis, we'll unpack what your individual and team assessments mean in the context of the core challenges your team face. The facilitators then share strategies and inspiration for ways your team can improve.	4 hour virtual, interactive workshop for the team. Includes breakouts and interactive design canvases to support collaboration.
Workshop companion workout 	Following your workshop this quick digital workout captures your inspiration and guides you towards an on-the-job experiment (both as individuals and as team collectives). The platform and our coaches then help keep you accountable to complete and reflect on the results of these experiments.	15 min. digital workout with one month to complete and then reflect on the experiment.

<p>Team Workshop 2</p> 	<p>Workshop two brings together your individual reflections on the experiments. Facilitators will guide you to make sense of the learning and create insights and guidelines for your team moving forward. Plan next iterations, see progress, and share learnings.</p>	<p>1 hour live virtual and highly interactive workshop with whole team sessions, breakouts, and interactive design canvases to support collaboration.</p>
<p>Follow on Workshop Companion</p> 	<p>After the final workshop, the Follow on Workshop Companion digital workout captures your reflections through the experience. You can plan your next steps, and take your learnings forward as a team.</p>	<p>Short digital workout with access to resources to extend learning.</p>

Support + Add-Ons

<p>Coaching Conversations</p>	<p>Access a selection of pre-built digital Adeption workouts on universal leadership challenges to support your team with whatever obstacles they may be facing. These come with ongoing support from your facilitators and coaches.</p>	<p>A series of 15 min. workouts to support team and individual leadership challenges.</p>
<p>Elevate the Experience into a 1-Day Workshop</p> 	<p>Polarities (Add-On) Many situations we face don't have simple solutions. There are tensions (or polarities) that must be managed. Help your team identify the polarities at work in your context and map out ways to manage them.</p> <p>Interests vs. Positions (Add-On) Better understand conflict, negotiation, and complex relationships via an interactive exercise. This workshop focuses on getting to win-win outcomes.</p>	

Founders of [VMI] Team Mindset Explorer

Nick Petrie, Carl Sanders Edwards and Jan Rybeck, MCC, established this experience extending the work that they have done to support thousands of leaders in assessing, adapting, and growing their capacity to meet the demands of life and work.

Our teams in the Americas, Australia and New Zealand facilitate the live workshops and are on hand digitally to answer questions and provide help and feedback via the Adeption.io platform.



Content and Theory Leveraged

Although the focus is your context and the challenges your team faces this experience has a deeply researched basis of content. Two key fields of interrelated research are leveraged:



Vertical Mindsets

Leaders at all levels are facing challenges they have never known before.

It's no longer enough to be good at what you do...or even the best. Leaders need to have a greater range of understanding, resilience, empathy, and ability to respond that enables them to adapt and lead across constantly changing situations.

Vertical Development builds the capacity to adapt and grow new mindsets for meeting the complex realities of today...and opportunities of tomorrow.

Vertically developed leaders are able to think more systemically, see the long-term possibilities, embrace challenges from multiple perspectives, and lead as interdependent collaborators. They effectively toggle between what's on the horizon, what it takes to get there, how best to engage others in the journey, and how to thrive through it all.

These leaders are needed at all levels, not just in formal or senior leadership roles. Vertical development assessments are an important tool in helping leaders grow more adaptive mindsets. The Vertical Mindset Indicator (VMI) is a quick and accessible way to gauge mindset and where one tends to fall on the vertical development journey to trigger growth and development.



Team Performance

We draw on the research of Harvard professor Richard Hackman who studied 1,000's of teams around the world to see what actually causes high performance. Hackman found that much of what is addressed in team building ("we lack trust") is often just a symptom of the fact that you have not put the right conditions in place to perform. Once those conditions are in place most symptoms disappear.

In this experience we will help you and your team put the right conditions in place to maximize your chance of success.



Learn more about the [VMI] Team Mindset Explorer and bring it to your organization.

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