

# OPTIMAL TEAM SETTING

## WORKSHOP

### *Unlock Team Synergy*

- Strengths Utilization
- Comprehensive Connections
- DISC Model



## 8 ELEMENTS OF SYNERGY & OPTIMAL TEAM SETTING

In today's fast-paced world, the need for effective team collaboration and synergy has never been greater. Traditional approaches often lead to blame, judgment, and the tendency to put people into boxes, which stifles collaboration and innovation.

Without a guiding framework that encourages understanding and appreciation of each member's unique strengths, achieving true synergy becomes nearly impossible. This workshop focuses on utilizing the DISC model to cultivate a deeper understanding of each other, enabling teams to leverage their diverse strengths and foster an inclusive, high-performing environment.

ELEMENT 1:  
**PERSONALITY STYLES**



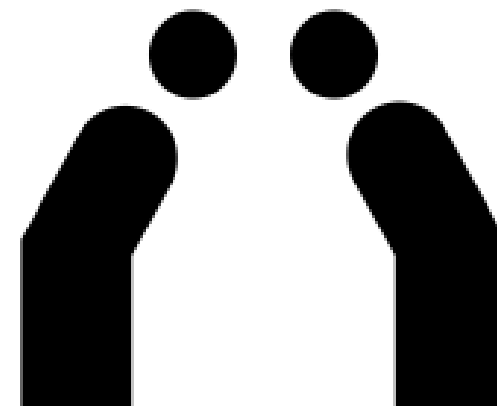
*Foster Awareness*

ELEMENT 2:  
**PERSONALITY CHECK**



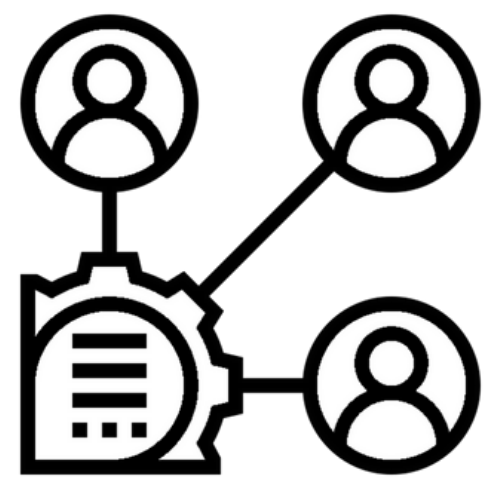
*Analyze Yourself*

ELEMENT 3:  
**MUTUAL UNDERSTANDING**



*Cultivate Appreciation*

ELEMENT 4:  
**STAKEHOLDER ANALYSIS**



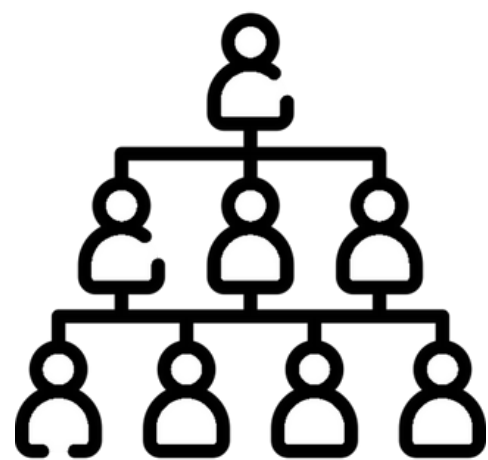
*Identify Needs*

ELEMENT 5:  
**EFFECTIVE INTERACTIONS**



*Improve Communication*

ELEMENT 6:  
**OPTIMAL TEAM STRUCTURE**



*Refine Roles*

ELEMENT 7:  
**ROLE & TASK ASSIGNMENT**



*Maximize Strengths*

ELEMENT 8:  
**SYNERGY DEVELOPMENT**



*Cultivate Collaboration*

Join us for a transformative one-day workshop where we delve into the principles of synergy and the DISC model. Through engaging activities, discussions and real-world scenarios, participants will explore how to appreciate differences, enhance communication, and build stronger relationships within their teams.

Don't miss this opportunity to revolutionize your team dynamics and create a culture of trust, collaboration and continuous growth. Together, we can unlock the potential of every team member and pave the way for sustained high performance.



## Business Relevance

- Content is rooted in **research, studies** and **expert advice**, combined with my experience as factory manager & head of operational excellence & training.
- All tools are tested and validated in **real-world business** environments, ensuring practical, high-impact results.
- This approach directly tackles business challenges with **proven solutions**, delivering significant ROI.



## Inspiration & Neuroscience

- All content is grounded in **real-life stories and experiences**, ensuring authenticity.
- Incorporates **neuroscientific principles** to engage and inspire, appealing to both hearts and minds.
- Designed to drive meaningful action by combining **emotional connection** with **logical clarity**.



## Effective Anchoring

- **Follow-up programs** embed learning into routines and processes.
- Neuroscientific techniques ensure **long-term retention** and **practical application**.
- **Simple, business-relevant tools** are immediately applicable for solving common issues.

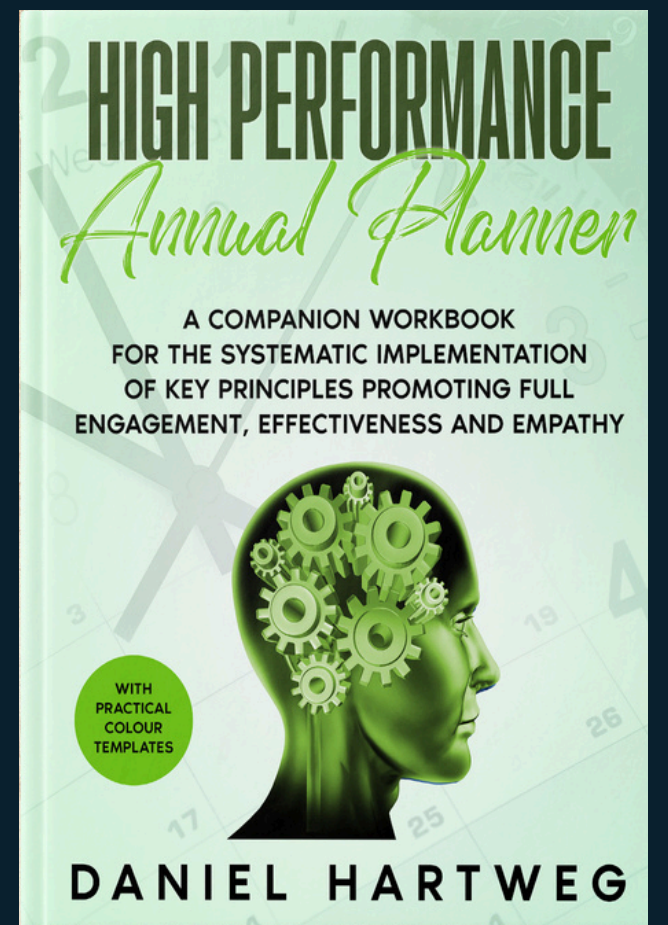
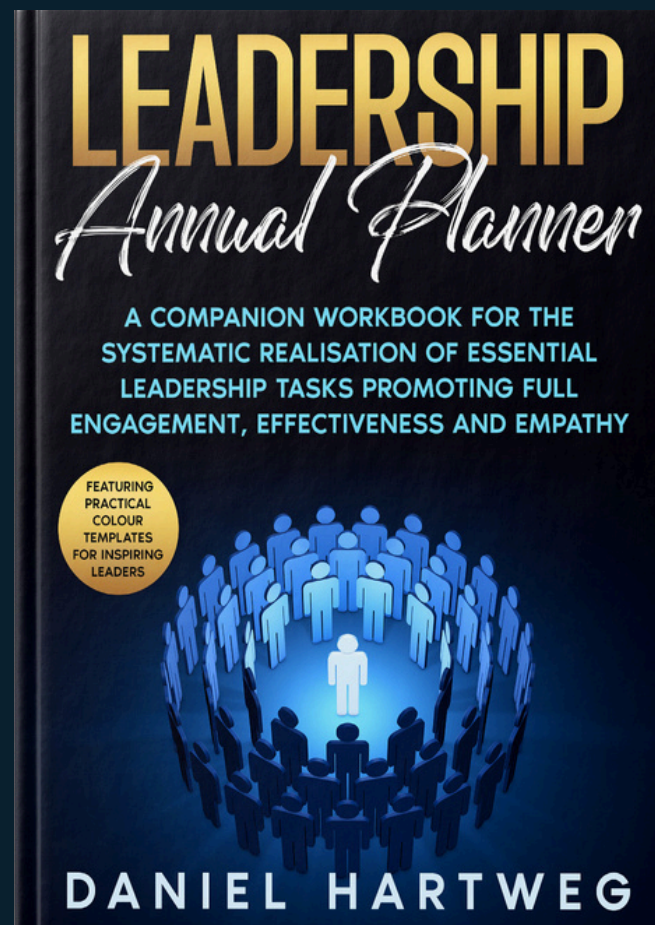
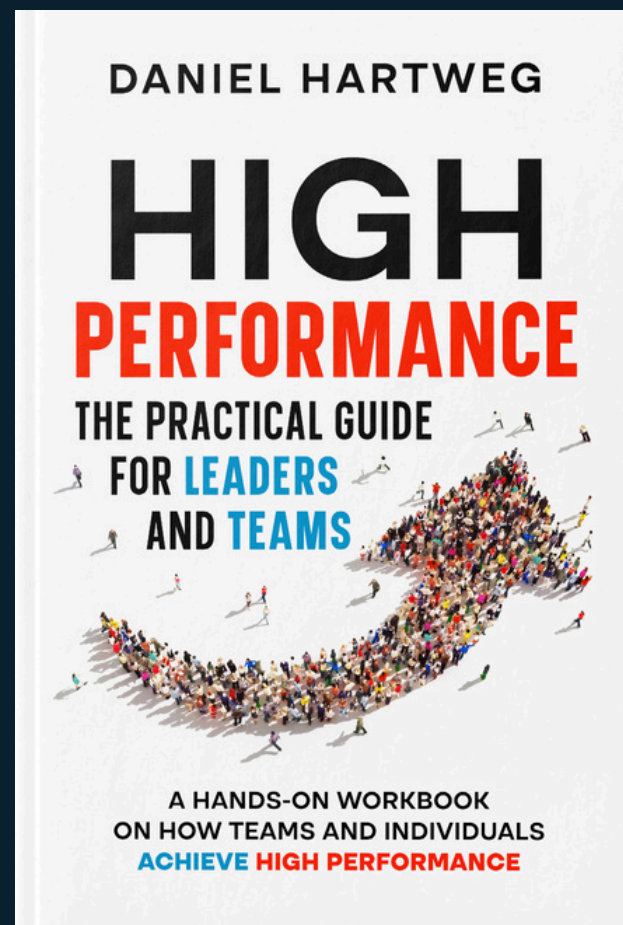
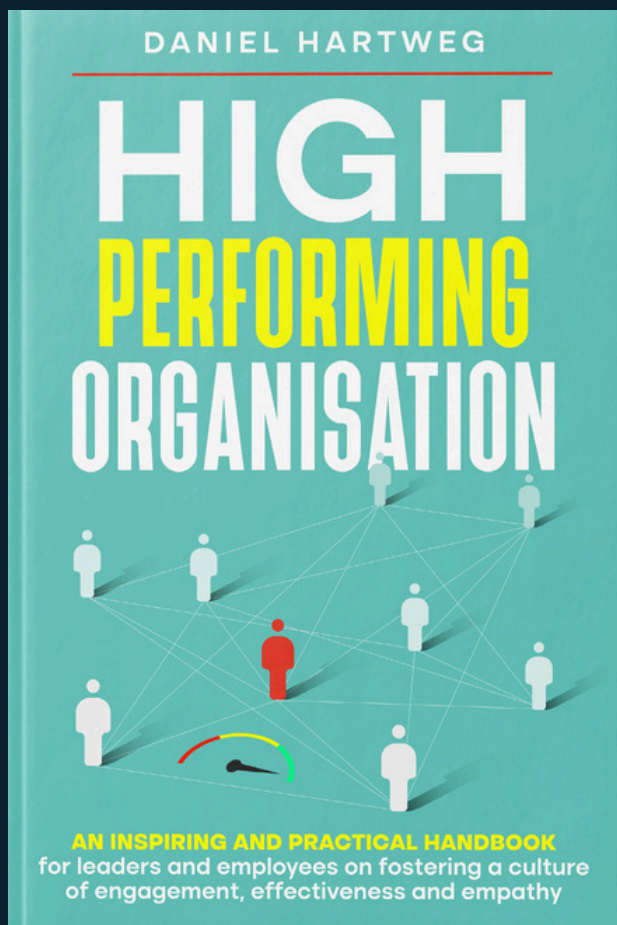
## TAKEAWAYS

By the end of this workshop, participants will have:

- A DISC Self-Assessment for each team member to identify individual strengths and communication styles.
- A DISC Team-Wheel to define roles and ensure optimal task distribution within the team.
- Access to a Stakeholder-DISC-Wheel Assessment to better understand stakeholder dynamics.
- Handling guidelines for smart interactions to enhance collaboration and reduce misunderstandings.
- A deep understanding and appreciation of the differences within the team to foster a more inclusive environment.
- Insight into the synergetic utilization of these differences to maximize team performance and effectiveness.



## HANDBOOKS



## TESTIMONIALS



**Thorsten R.**  
*Head of  
Site Engineering*

“The workshops are very application-oriented and form the basic framework for optimal team development. Practically every situation can be traced back to the basic principles taught. This can really make the difference.”



**CHRISTIAN S.**  
*Operational Excellence  
Manager*

“The workshop was very energizing and interactive. It provided both, theoretical background as well as hands-on methods to put theory into practice. It really helped our journey of cultural change.”



**ASTRID S.**  
*Manager for Packaging  
Material*

“For me, the workshop was inspiring, entertaining and promoted team spirit. The principles were made tangible in a playful way using practical examples. I actively apply the principles in my everyday life and am always surprised how well they work.”



**FELIX R.**  
*Production  
Scheduler*

“The workshop was really interactive and helped me a lot to get a better cross-functional understanding of each other. Especially the principles developed and trained during the workshop were a turning point in our whole organisation. Based on this, we were able to create a new mindset and culture for all of us. Thank you, Daniel!”



**JOHANNA D.**  
*Global IT & Business  
Intelligence*

“Daniel has created his workshops with an honest and strong drive to help teams succeed. His approach is tailored to the reality of organisations which makes the contents always relatable, clear and immediately applicable for everyone, regardless of their career stage or path. The trainings have a thought-provoking structure, using diverse methods for effective learning to really make an impact.”



## TRAINER



My Purpose

“To inspire people to unlock their potential, so that they spread engagement, empathy and effectiveness.”



**Daniel Hartweg**



Education

Diploma degree of Industrial Engineering & Management  
(Karlsruhe Institute of Technology)



Work

Author, Trainer, Founder & Managing Director  
(The Mindset Challenger)  
Head of Operational Excellence & Training (Lonza)  
Site Director (Grünenthal)  
Factory Manager (Coca-Cola)  
Production Manager (Nestlé)  
Market Focused Improvement Pillarleader –  
Operational Excellence (Nestlé)  
Industrial Performance Specialist (Nestlé)



Certifications

Master Black Belt – Lean Six Sigma  
Black Belt – Design for Six Sigma  
Total Performance Management Coordinator

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## FRAMEWORK

**Duration:** 1 day

**Participants:** 10-20

**Trainer:** Daniel Hartweg

**Language:** English, German

**Sustainable application (optional):** Weekly quiz question, application guidelines, cultural audit, coaching program, anchored routines in daily work

**Fee:** 3.000 CHF + Travel expenses

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**THE MINDSET  
CHALLENGER**

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