



**Vaso Vardaki**

Leadership & Team Coach

# BUILDING HIGH PERFORMING TEAMS PROGRAMS FOR TEAMS



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# General Info

## SCOPE of the Program

The program is designed to create an environment where teams can perform at their best. It focuses on fostering collaboration, effective communication, and the ability to give and receive constructive feedback. By addressing critical areas such as handling disagreements, building trust, and enhancing accountability, the program equips teams with the skills and mindset needed to thrive.

Through a blend of tailored workshops, assessments, and coaching, it empowers teams to align their efforts, overcome challenges, and maximize their collective potential.

## Suitable for - TEAMS

A team is a group of individuals who work together toward a shared goal or purpose (i.e. Management Teams)

## There 3 invisible forces that make or break a team:

- **Psychological safety** - A shared belief held by members of a team that the team is safe for interpersonal risk-taking, learning and contributing
- **Motivational Drive** - The desire to learn, contribute and get things done
- **Cognitive Diversity** - The ability to see a situation from different perspectives

**The ability to measure, visualize and optimize all the 3 invisible forces is the key to creating high-performing, innovative and sustainable teams.**

# Learning Outcomes

- **Enhanced Collaboration:** Teams learn to work together more effectively, leveraging their collective strengths and aligning efforts toward shared goals.
- **Improved Communication Skills:** Participants develop the ability to express ideas clearly, listen actively, and engage in productive dialogues, even in challenging situations.
- **Constructive Feedback Practices:** Teams gain skills to give and receive feedback in ways that foster growth, accountability, and trust.
- **Conflict Resolution and Disagreement Management:** Participants acquire strategies to navigate and resolve conflicts constructively, turning disagreements into opportunities for innovation and synergy.
- **Building Psychological Safety:** Teams establish a foundation of trust where members feel safe to take interpersonal risks, contribute ideas, and voice concerns.
- **Fostering Accountability and Trust:** Teams learn to hold themselves and others accountable in a way that strengthens mutual respect and drives performance.
- **Leveraging Cognitive Diversity:** Participants gain insights into how to utilize different perspectives and thinking styles to enhance decision-making and problem-solving.
- **Alignment on Purpose and Goals:** Teams co-create action plans that align with organizational objectives, enabling faster and more sustainable achievement of targets.
- **Resilience and Growth Mindset:** Individuals and teams are equipped to adapt to challenges, embrace change, and maintain focus on continuous improvement.
- **Increased Engagement and Motivation:** Through tools like Growth Zone™ and Global DISC™, participants understand how to sustain personal and collective motivation, contributing to a thriving team environment.

# About Team Coaching

## Team Coaching is

A comprehensive and systemic approach to support a team to maximize their collective talent and resources to effectively accomplish the work of the team.” (Carr and Petters, 2013 p. 81).

It is one of the fastest growing disciplines in the coaching profession and is becoming increasingly important in organizations, including private corporations, government agencies and non-profits.

Empowers teams to work toward continued high performance and ongoing development, requiring innovation, flexibility, adaptability and goal alignment – all traits that coaching helps support.





# High-Performing Team Coaching

**#1**  
MEASURE

## **GROWTH Zone™ / Global DISC™**

Measure psychological safety motivational drive and the cognitive diversity of the team (the 3 invincible forces)

**#2**  
VISUALIZE

## **GROWTH 1.0 / GROWTH 2.0**

Visualizing the team in the apathy, comfort, anxiety or growth zone; and breaking down in which of the pillars are losing potential and why.

**#3**  
OPTIMIZE

## **ADDRESSING THE ROOT CAUSES**

Interactive session to address the 2 most urgent and challenging areas based on the results: courage, vulnerability, inclusion, collaboration, accountability, autonomy, purpose or mastery.

**#4**  
GROW

## **AIMING HIGH**

Focusing on co-creating an action plan to align vision, culture and behaviours that allow the team to turn their differences into synergy and achieve their goals faster and more efficiently.



# **BUILDING HIGH PERFORMING TEAMS**

## **OPTIONS TO COLLABORATE**

- Growth Zone 1.0 Diagnostic Assessment for Teams - page 8
- Building High Performing Teams - The workshop - page 9
- Building High Performing Teams - The Fast Track - page 10
- Building High Performing Teams - The Full Experience - page 11
- Packages and Fees - page 13

# The Growth 1.0™ - For Teams

## Diagnostic Assessment

### Overview

We measure the 2 out of the 3 invisible forces of high performing teams. How **motivated** and **psychologically safe** your team feels. These factors determine whether the organization is growing or declining.

We identify where your team stands among the:

- Comfort Zone
- Anxiety Zone
- Apathy Zone
- Growth Zone

We create a space for meaningful conversations to uncover opportunities for team growth. Awareness precedes change, and this step is where we collectively build that awareness as a team and decide on the next steps forward.

**Available for - TEAMS**

**Duration - 4-6 hours**

### Included

- **Growth Zone™** team assessment
- 4-6 hour debrief meeting with the team
- Co-Create with the team the next steps for growth

### Add on this program:

- Follow up 90-min meeting with the team



# Building High Performing Teams

## The Workshop

### Overview

We explain the fundamentals of high performing teams and what makes great teams, great. We assess the teams level with the Growth 1.0 and we measure how motivated and psychologically safe your team feel as it determines if the organization is growing or declining. We co design next steps and we meet again to re-assess and evaluate the results of the work team made during 3 months.

### Included

- **Growth Zone™** team assessment (in the beginning)
- 4-hour Growth Zone debrief session with the Team
- Full-day **workshop** on Building High Performing Teams and the 3 invisible forces
- **Growth Quest™** for 3 months for the team to practice and grow

### Add on this program:

- Additional 2-hour team coaching sessions
- Individual Leadership coaching sessions



# Building High Performing Teams

## The Fast Track

### Overview

We explain the fundamentals of high performing teams and what makes great teams, great. We assess the teams level with the Growth 1.0 and we measure how motivated and psychologically safe your team feel as it determines if the organization is growing or declining. We co design next steps and we meet once a month to ensure progress, awareness and learnings. We re re-assess after 3-4 months of collaborative work and evaluate the results.

### Included

- **Growth Zone™** team assessment (in the beginning)
- Full day **workshop** (up to 8 hours)
- **Growth Quest™** for 3 months for the team to practice and grow
- **3x Team coaching sessions** (during the program) 1 per month
- **Re-assessment** at the end of the program
- Closing & Next steps session after the re-assessment (90-min)

### Add on this program:

- Additional 2-hour team coaching sessions
- Individual Leadership coaching sessions





# Building High Performing Teams

## The Full Experience

### Suitable for Management Teams

#### Overview

We work together to co-create your high performing team. Based on data we fully assess the team's stage of growth and we identify opportunities for growth. We we measure how motivated and psychologically safe your team members feel and the cognitive diversity of your team - all the 3 invisible forces to make or brake a team.

**Duration** - 6-12 months



#### Included

- **Growth Zone™ 2.0** team assessment (in the beginning & the end)
- **Global DISC™** individual assessments
- 1x **Kick-off** meeting
- **Individual Coaching** - One 90-min debrief sessions of Global DISC™ for each participant.
- The BHPT - **Full day workshop** (up to 8 hours)
- **Team coaching sessions** during the program
- **Growth Quest™** for 3 months for the team to practice and grow
- **Re-assessment** at the end of the program
- Closing & Next steps session after the re-assessment (90-min)

#### Add on's

**Extend this program based on the needs of the team with:**

- Additional 2-hour team coaching sessions
- Individual Leadership coaching sessions

# Building High Performing Teams

## The Full Experience - Methodology



### KICK OFF MEETING

## MEASURE

### DEBRIEF SESSION

- The personal and professional cost of relying on common sense and how to unlock that potential
- Analyses of assessments – bringing science to mindset, behavior and culture

## VISUALIZE

### WORKSHOP

- Laying the foundation for developing the proven traits of high-performing teams and leaders

### INDIVIDUAL COACHING

- 90 minute Debrief Sessions of Global DISC report
- Confidential Feedback about the kick off session.
- Gaining input to further customize the next sessions for maximum value

## OPTIMIZE

### GOAL SETTING

- Vision – core values, focus and clarity
- Co-create with the team the GOAL of the team coaching engagement

### SESSION

- **Individual mindset** – how to lead yourself before managing others
- **Feedback** – how to give and receive it so it gets results instead of resistance

### SESSION

- Group mindset –the power of habits. Is there an even better way of doing things?
- Brain fryer – how to turn differences into synergy
- Code of conduct – the non-negotiable principles of high-performing teams

## GROW



### TEAM COACHING SESSIONS

- Work with the team to maximize their collective talent and resources to effectively accomplish the work of the team

### ASSESSMENT (LAST MEETING)

- Analysis of progress and decision about next steps
- Growth Zone RE-Assessment Results

### ASSESSMENTS

- Growth 1.0
- Global DISC
- Growth 2.0

# Building High Performing Teams

## Packages & Fees

Included	Diagnostic Assessment	The Workshop	The Fast Track	The Full Experience
Duration	4 hours	2 days	3-4 months	6-12 Months
1x <b>Kick-off</b> meeting	-	-	-	YES
<b>Growth Zone™</b> team assessment (up to 10)	YES	YES	YES	YES
4-hour <b>Growth Zone</b> debrief session with the Team	YES	YES	YES	-
Building High Performing Teams - <b>Full day workshop</b>	-	YES	YES	YES
<b>The Growth QUEST™</b> (self paced program for teams)	-	-	YES	YES
<b>Global DISC™</b> individual assessments (up to 10)	-	-	-	YES
<b>Individual Coaching</b> - 90-min personalized debrief sessions of Global DISC™ for each participant.	-	-	-	YES
<b>Team coaching sessions</b> during the program	-	-	3	6
<b>Re-assessment</b> at the end of the program (Growth Zone™)	-	-	YES	YES
3h - Closing & Next steps session after the re-assessment	-	-	YES	YES





# Growth Zone 1.0™

Diagnostic Solutions



# Growth Zone 1.0

ICQ Global: ICQ Global is a multi award-winning people development organization helping clients make sense of why people think and behave so differently and how to turn their differences into synergy instead of painful liability.

The portfolio of these solutions has been used by Fortune 500 companies, national governments, European Parliament, universities and local businesses through a global network of licensed partners in 37 countries.

Creating a visibly diverse group is relatively easy, turning it into a high-performing team is hard.

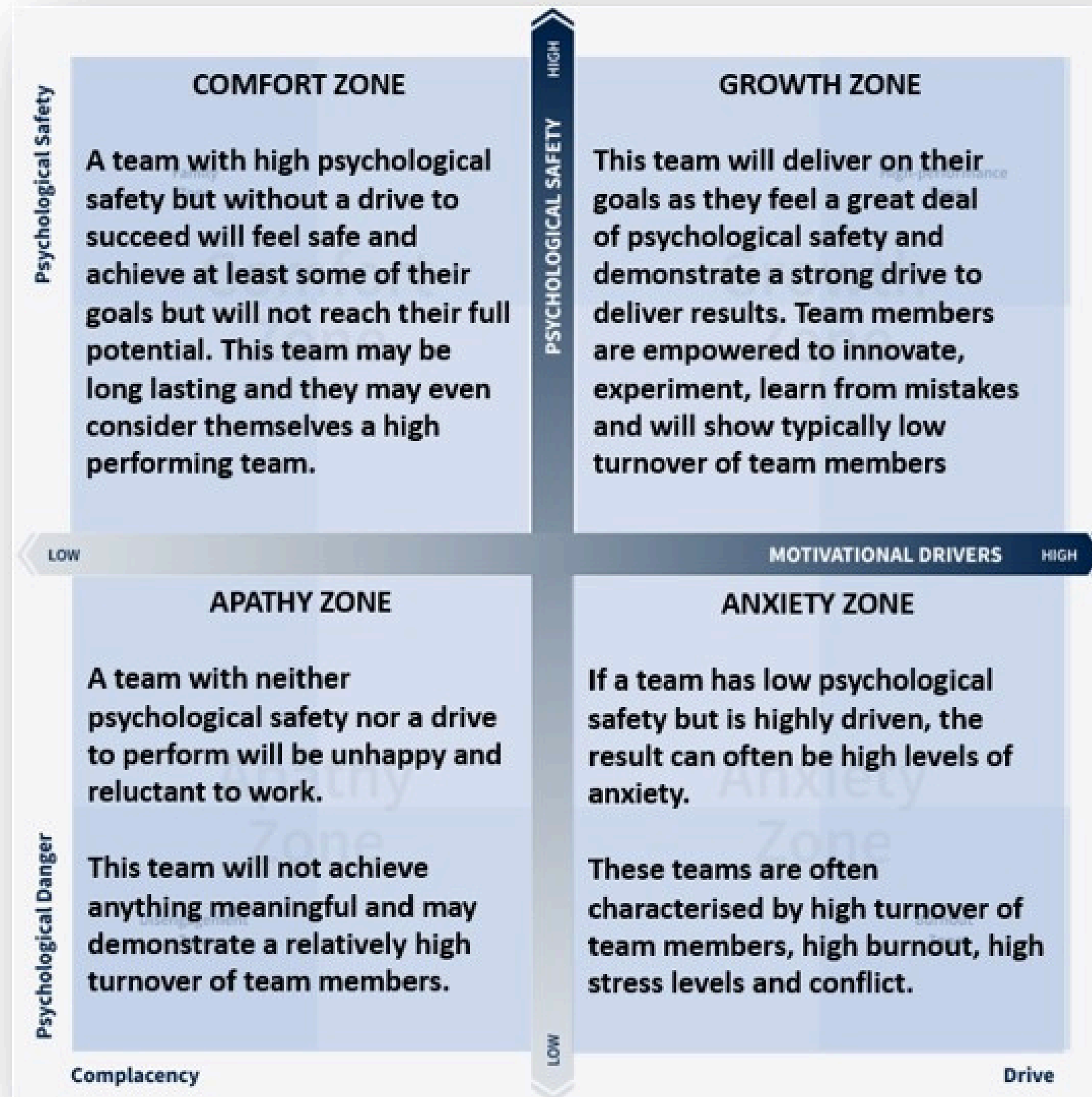


Measure how motivated and psychologically safe your team feel as it determines if the organization is growing or declining.

# Growth Zone 1.0

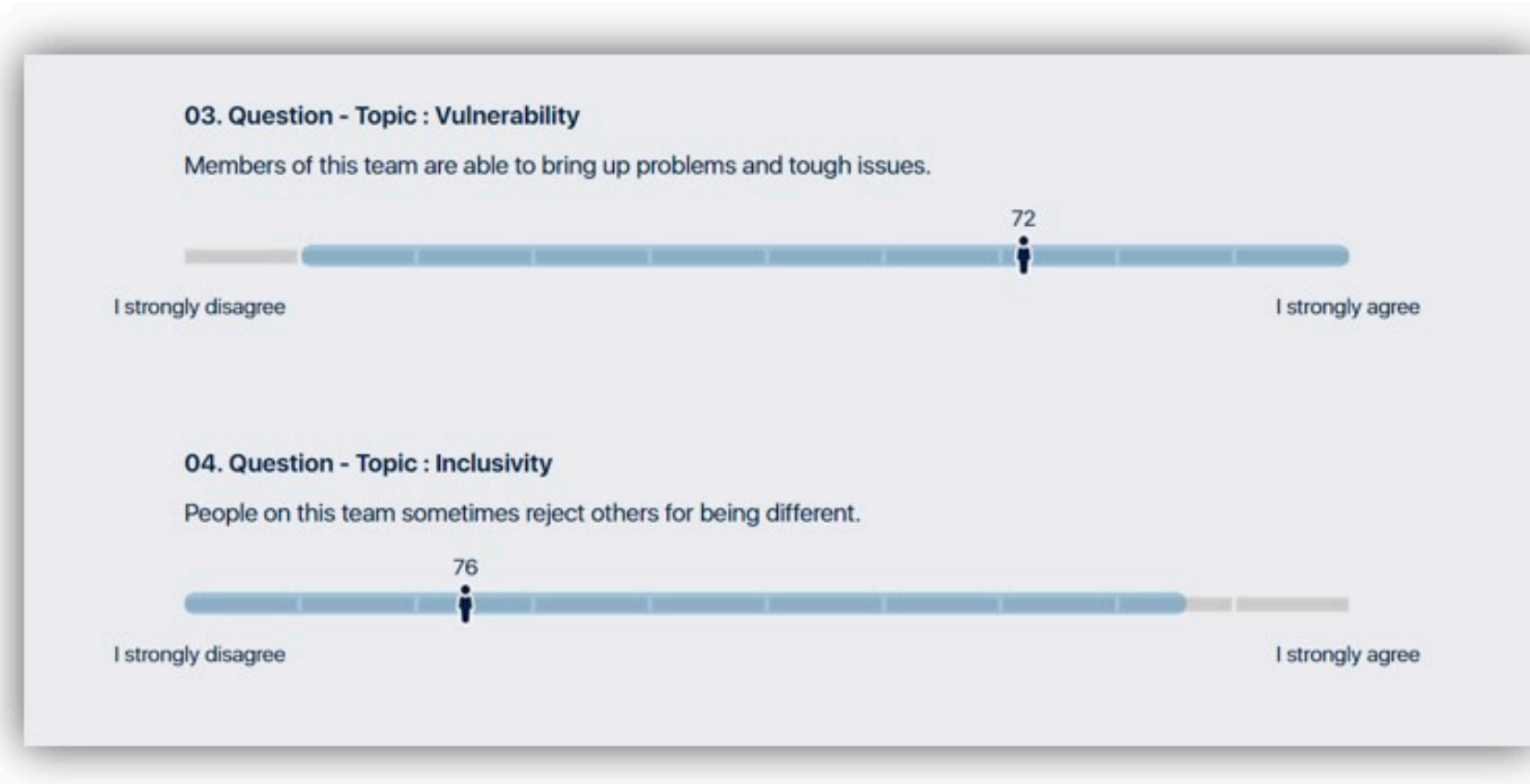
In which zone is your team?

- Comfort Zone?
- Apathy Zone?
- Anxiety Zone?
- or Growth Zone?

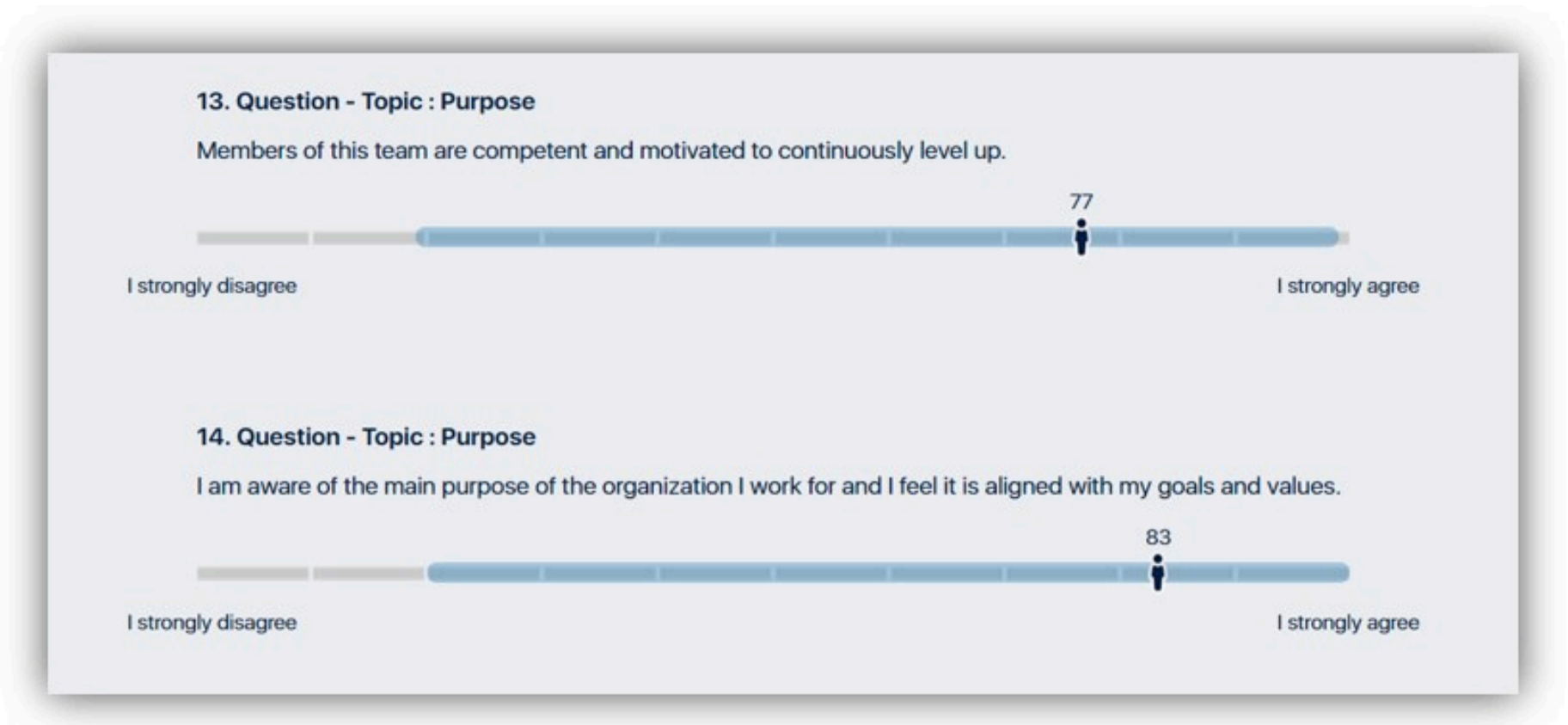




**Find out where and how serious a problem is so we can help you find out what it is and how to address it.**



See the break-down of questions based on 4 topics within psychological safety: Courage, Vulnerability, Inclusivity, Collaboration



See the break-down of questions based on 4 topics within motivational drive: Accountability, Autonomy, Mastery, Purpose

A person in a dark suit is shown from the chest down, writing on a document with a pen. The background is a solid blue color with a faint, semi-transparent image of the person writing. The text is overlaid on this background.

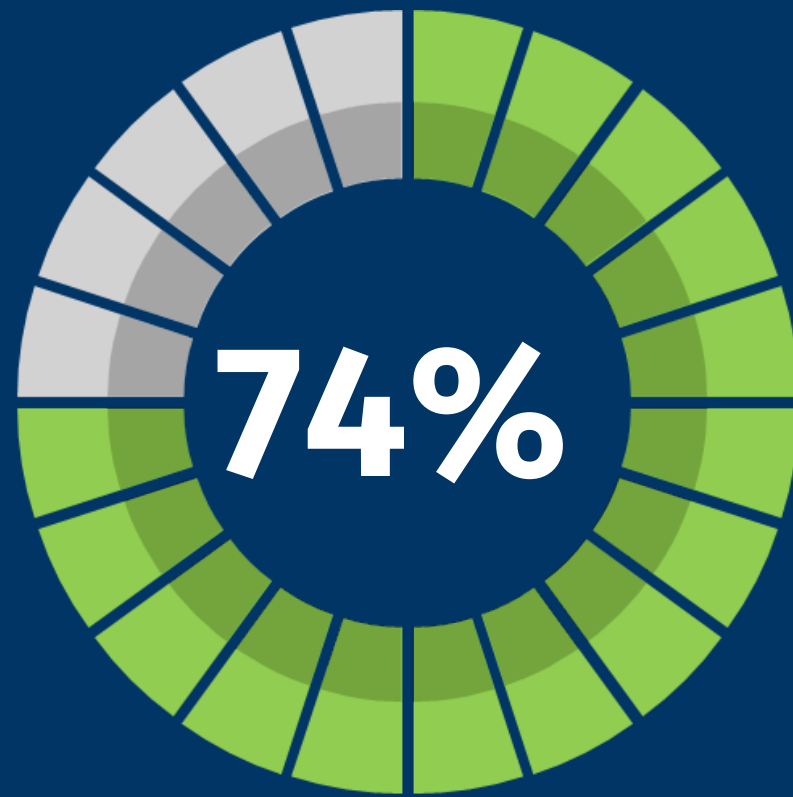
# **Growth Zone 2.0™**

**Growth Zone 1.0 + Cognitive Diversity**

**Diagnostic Solutions**



# We measure the 3 invisible forces of High Performing Teams



## Psychological Safety

60% tension score

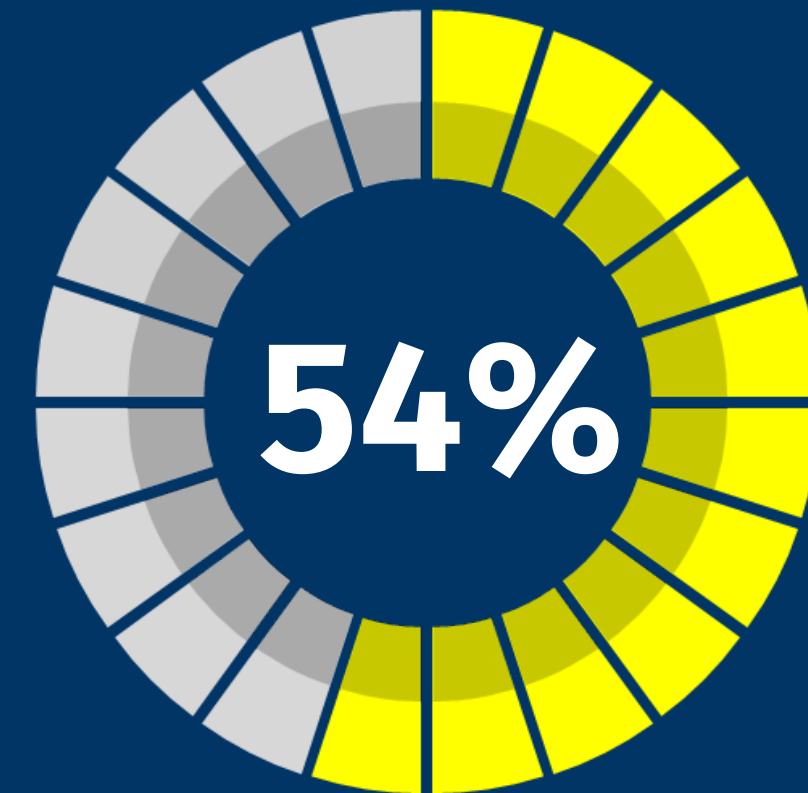
Collaboration  
Inclusion



## Motivational Drivers

51% Tension score

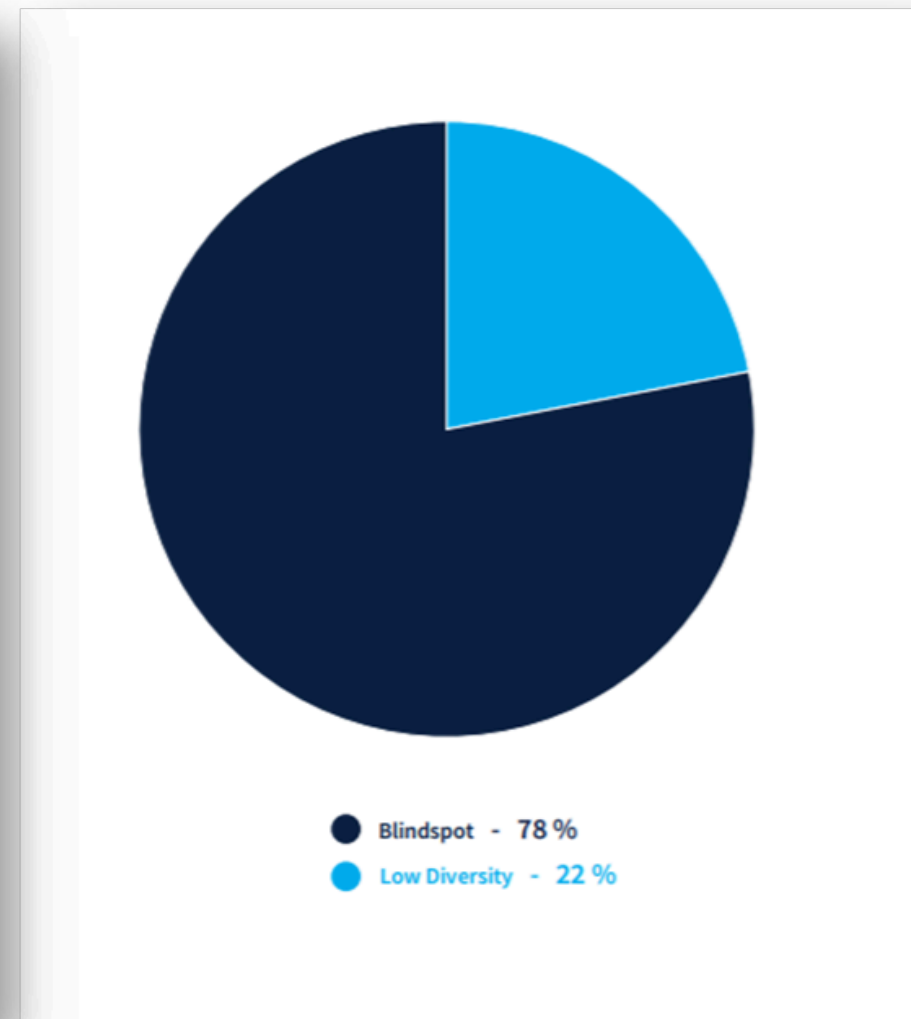
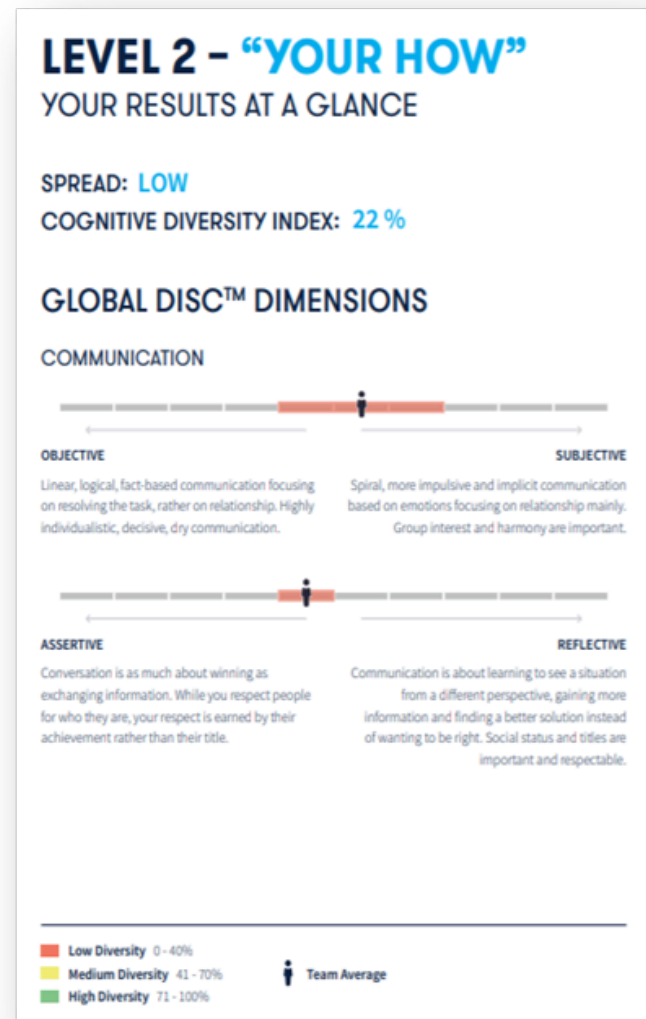
Mastery  
Purpose



## Cognitive Diversity

Assertive – Reflective  
communication  
Result-oriented – process-  
oriented behaviour

- **Cognitive diversity** is the only layer of diversity that has proven benefit in terms of performance.
- The highest level of growth and performance happen in a psychologically safe, motivated and cognitively diverse environment.
- Measuring those 3 invisible forces reveal in which stage of growth an organization is.

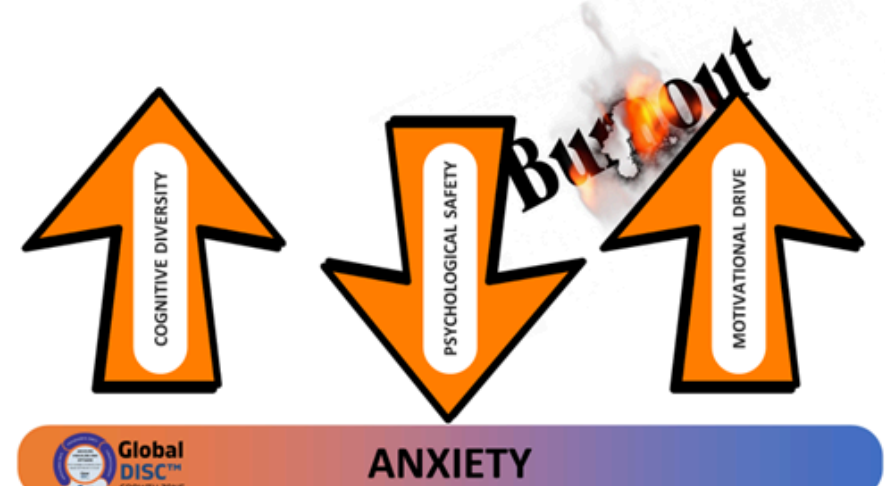
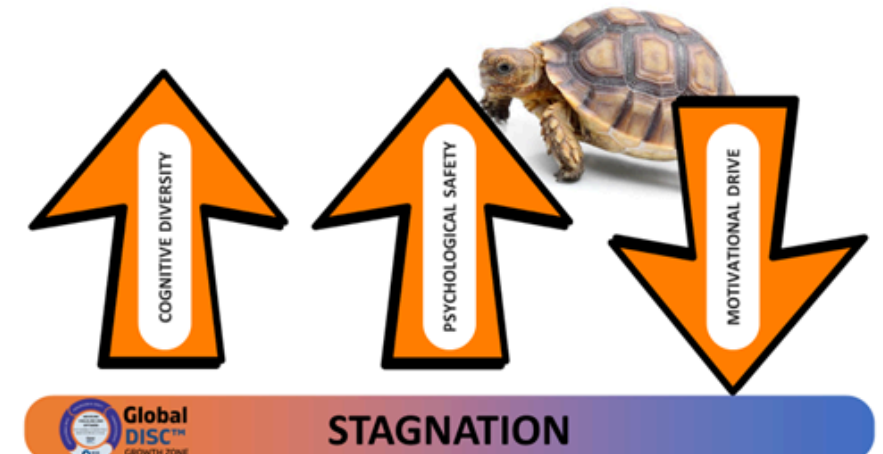
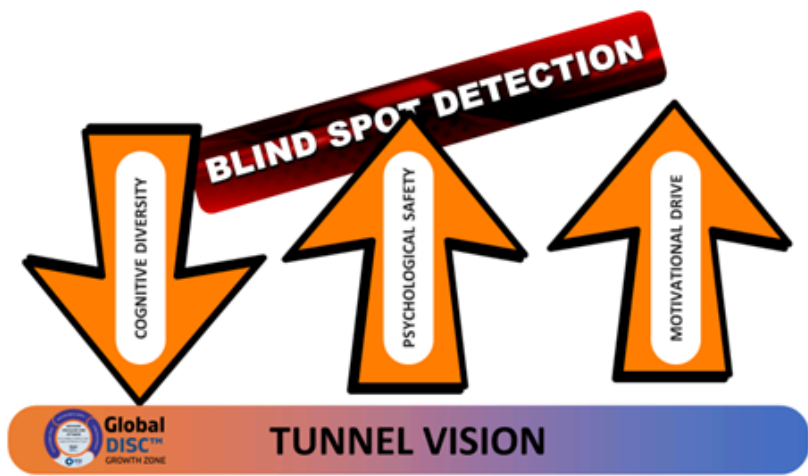


# Stages of Growth

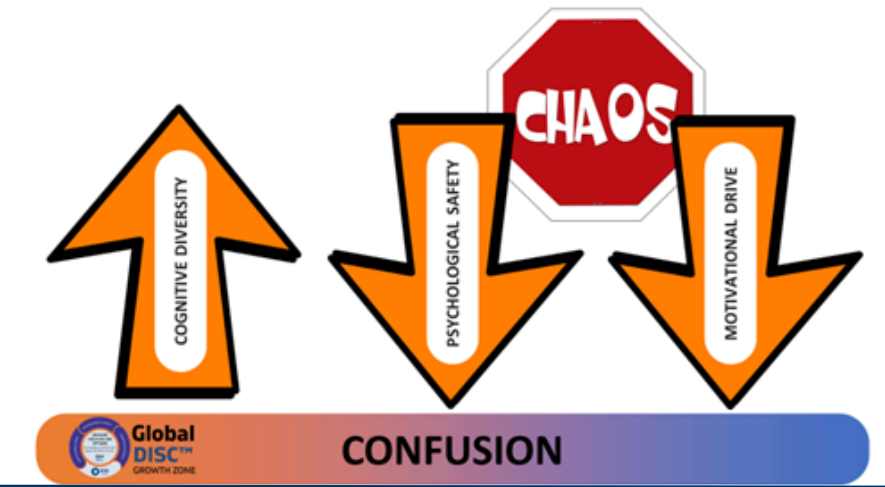
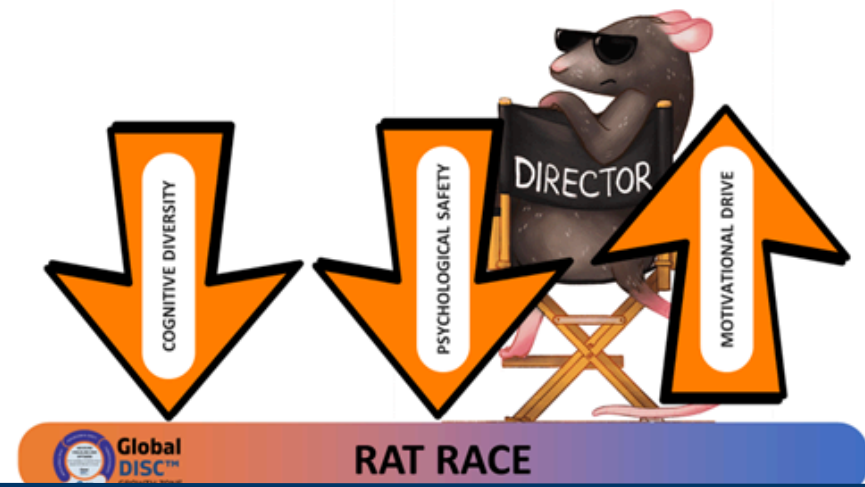
## Stage 1 - Growth



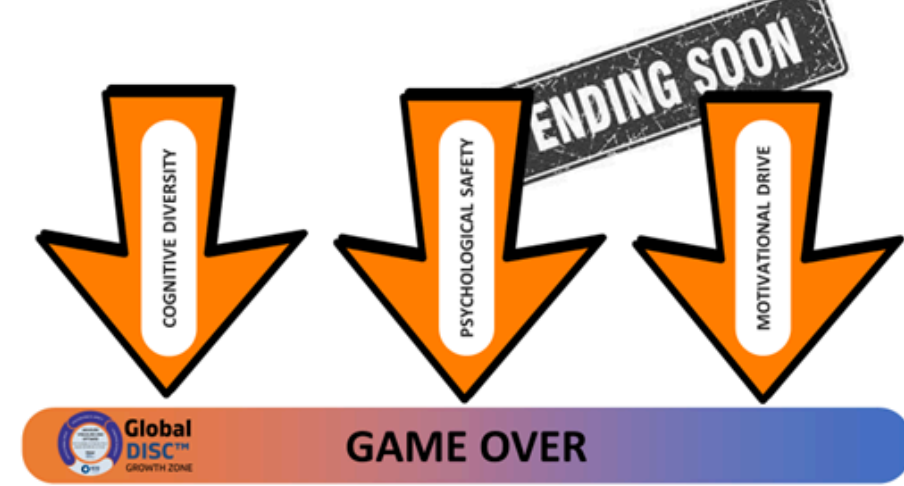
## Stage 2 - The BOMB



## Stage 3 - Decline



## Stage 4 - Game Over







# Global DISC™

Diagnostic Solutions



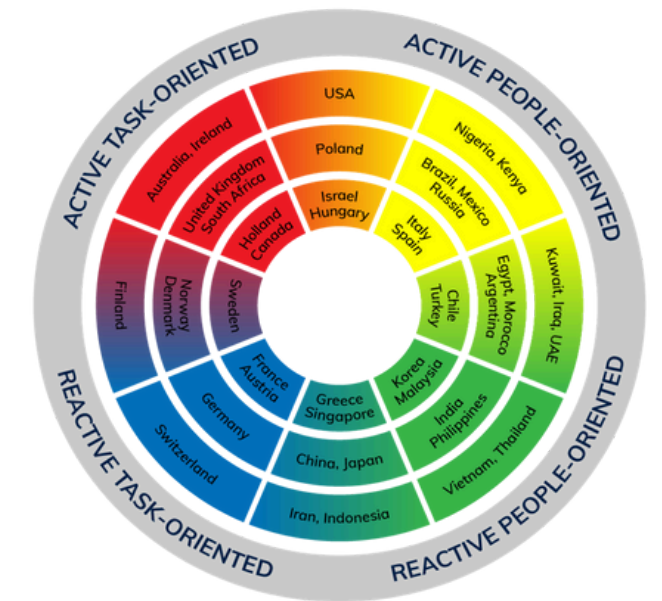
# Global DISC

The complete, 21st century blueprint of  
**WHY** people think and behave differently

Global DISC is an **ICF accredited**, multi award-winning profiling assessment and behavioral model explaining WHAT, HOW and WHY people act, feel and think so differently and how to turn those differences into synergy.

The assessment can be **done in less than 5 minutes** and it generates a 42 page report with a 40 minute online course built in using augmented reality technology.

**Global DISC shows the 3  
layers of identity  
Of what is natural to you**



## **Level 1 - WHAT**

What is your personality type and cultural orientation based on your preferences

## **Level 2 - HOW**

Based on the personal preferences how would you naturally communicate and behave

## **Level 3 - WHY**

Why do those communication styles and behaviors feel right?

**Available for teams & individuals**



# Global DISC

## About

- Global DISC removes the illusion of separation between personalities and cultures.
- It focuses on cultural intelligence, not international knowledge.
- It is not just a slightly different version of the standard DISC or international models, but the complete one that can deliver at least 3 x more value to you and your clients

Global DISC is a multi award-winning, ICF accredited, complete profiling tool that can [provide at least 3 times more value](#) than standard DISC and intercultural models.

It is designed to reveal one's personality type, the 3 layers of their identity including the underlying values that drive their natural behavior and how they differ from those that determine what is normal and expected around them.

[The biggest cultural differences are the personal differences.](#) As personality determines who we want to behave and culture determines how we need to behave, psychometric assessments [without cultural intelligence can be misleading and polarising.](#)

As everything is relative, Global DISC can measure the mindset gap between individuals, individuals and teams or countries. It measures the only layer of diversity that has proven benefit in terms of performance, cognitive diversity and the blind spot of a team.

Once the assessment is done, the debrief is completed by a licensed partner, clients can have access to their Quest, an interactive, experiential, self-paced program based on their Global DISC result to expand their comfort zone, enhance behavioral flexibility and escape the personality trap most psychometric tests lead to without it.

Global DISC provides a common frame of reference and vocabulary across all personalities and cultures making the process as uncomplicated as possible instead of overwhelming participants with a selection of disconnected frameworks.









# Additional Solutions

Solutions based on Global DISC

**Solutions based on Global DISC**



# Global DISC

## Group Reports

Measure the cognitive diversity of a team, the only layer of diversity that has proven benefit in terms of performance.

### LEVEL 2 – “YOUR HOW”

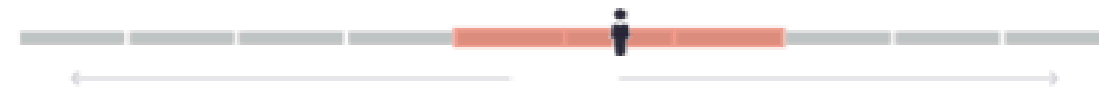
YOUR RESULTS AT A GLANCE

SPREAD: **LOW**

COGNITIVE DIVERSITY INDEX: **22 %**

#### GLOBAL DISC™ DIMENSIONS

##### COMMUNICATION



**OBJECTIVE**

Linear, logical, fact-based communication focusing on resolving the task, rather on relationship. Highly individualistic, decisive, dry communication.

**SUBJECTIVE**

Spiral, more impulsive and implicit communication based on emotions focusing on relationship mainly. Group interest and harmony are important.



**ASSERTIVE**

Conversation is as much about winning as exchanging information. While you respect people for who they are, your respect is earned by their achievement rather than their title.

**REFLECTIVE**

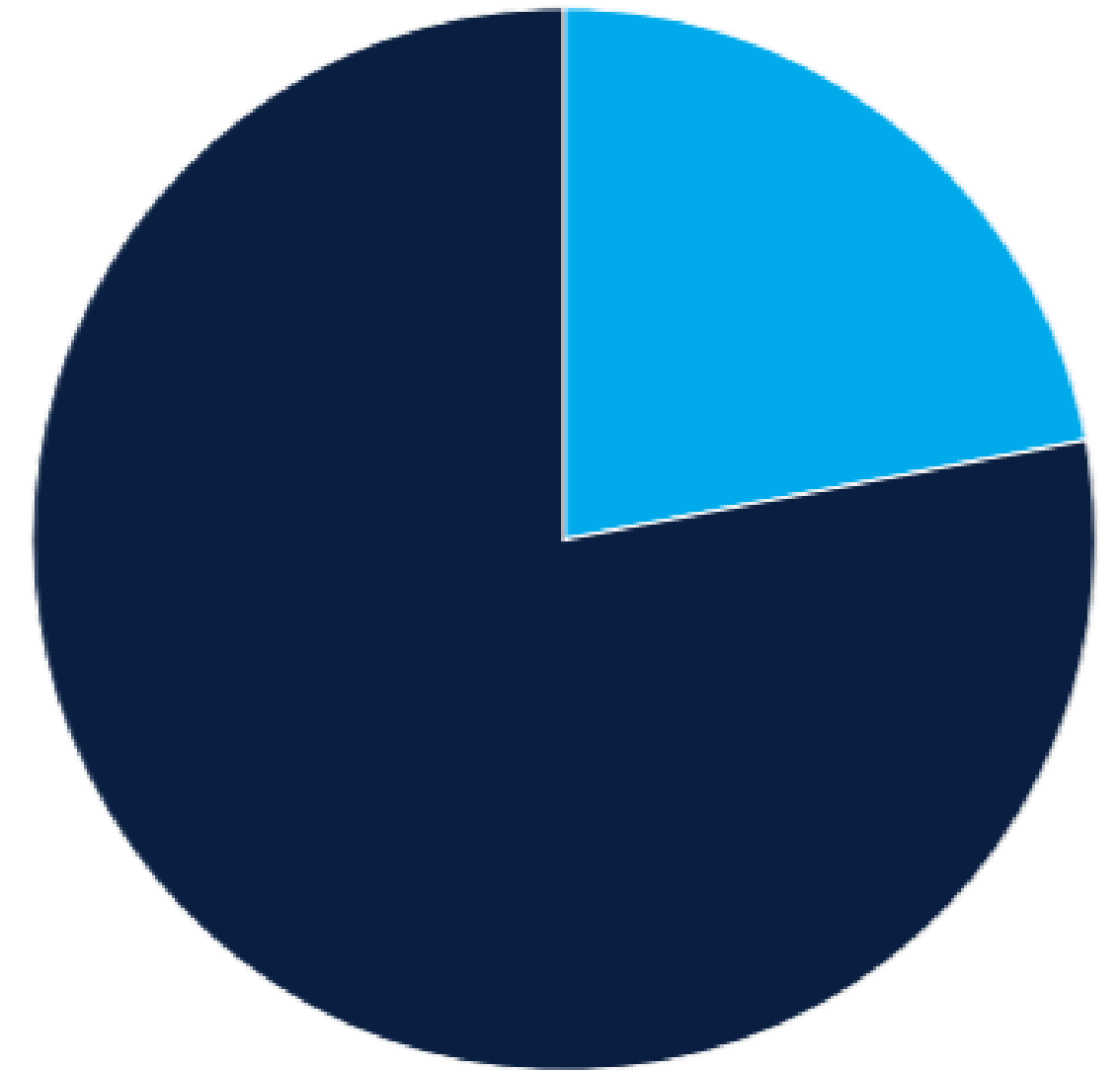
Communication is about learning to see a situation from a different perspective, gaining more information and finding a better solution instead of wanting to be right. Social status and titles are important and respectable.

Low Diversity 0 - 40%

Medium Diversity 41 - 70%

High Diversity 71 - 100%

Team Average



Blindspot - 78 %

Low Diversity - 22 %

# Global DISC

## Mindset GAP

Measure the mindset gap between:

- between 2 individuals
- between 2 groups
- between Individual and over 50 countries
- between departments and any other groups

The bigger the mindset gap is, the greater the potential is for success or disaster. It depends on how much they understand themselves and others.

### LEVEL 2 – “YOUR HOW”

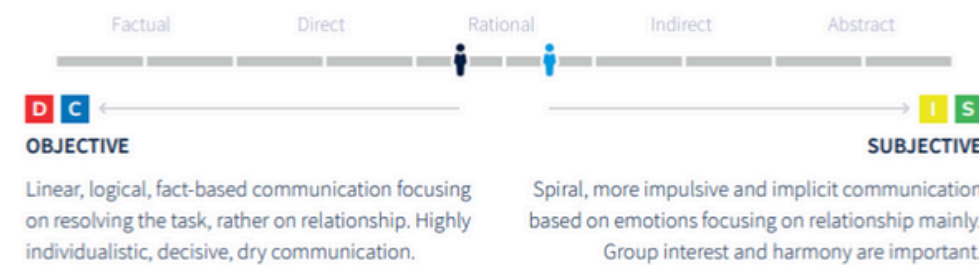
YOUR RESULTS AT A GLANCE

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#### GLOBAL DISC™ DIMENSIONS

##### COMMUNICATION



### LEVEL 2 – “YOUR HOW”

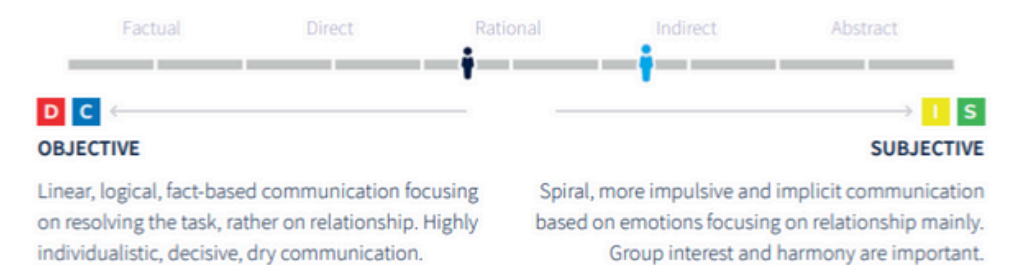
YOUR RESULTS AT A GLANCE

👤 Csaba Toth

👤 Brazil

#### GLOBAL DISC™ DIMENSIONS

##### COMMUNICATION





# FAST-TEAMING PASSPORT

## powered by Global DISC

Virtual teams and gig economy project members need to be able to rapidly create trust and synergy to perform.

The Fast-teaming passport is prepared individually and shared collectively during an optional 4 hour training.

The goal is to reduce assumptions, misunderstandings and significantly improve communication, team work and psychological safety.



# Global DISC QUEST

Information rarely leads to transformation, experience does. The secret is in the follow up so we have to get better at that.

Global DISC Quest is a 3 months interactive coaching platform based on the Global DISC result.

It is available online or as an app on smart phones. All the 21 missions in each of the 4 Quests are designed to push the participants out of their comfort zone just a little bit more to dramatically enhance their behavioural flexibility and growth mindset.

**Experiential, self-paced coaching program with 21 real-life missions** designed for each personality type to progressively and safely help them become more flexible and resilient.



## **Stretching and expanding your Comfort Zone**

**Enhance behavioral and cognitive flexibility  
based on personal preferences**

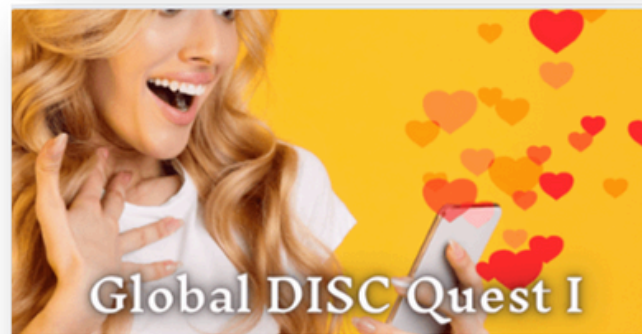


## What is Quest and why is it useful?



After training courses, only 20% of people actually apply anything of what they've learnt and they remember around 5% of it after 30 days. Why is it so hard to remember? Because we are all habit machines. Habits save us energy, because they don't consume much brain power. Some habits are useful, keeping us safe or saving us time. But habits can be really limiting, stopping us experiencing new things. Preventing us from realising our full potential:

- Most of us only use 1/10 of our personality. 90% is waiting to be unlocked.
- On average, people only use 22% of their potential behaviours.
- The brain is 2% of our body weight but uses 20% of our energy resources. No wonder we are drawn to habits to conserve brain power.



Nov 21, 2023

Published

### Global DISC Quest for I types

Course

Welcome to your Quest!

So many people wake up every day with that aching feeling of underachievement...the realisation that they're not quite living their life to the full. We have zero control over the length of our lives but we have 100% control over the breadth and depth of it.

For most people getting out of the comfort zone means they need to be more active, social and adventurous. I believe you have no issue with these, that is *your* comfort zone. So what happens if you do something different, something out of your character? Let's find out!

You will enjoy it...most of it, not everything...but that is the point. You will interact with a lot of different people, you'll experience new things and you will never know what the next mission will be!





# About the Coach

Coach Profile + Reviews



# VASO VARDAKI

## At a glance

- **18+ years** of professional experience
- **7 years** in leadership roles
- **Senior Practitioner Coach** - Accredited by EMCC
- **PCC Level** ICF Professional Certified Coach
- Licensed **Partner** of **ICQ Global**
- ICF PCC Marker Assessor
- **Certified Team Coach**
- Certified **Canfield Trainer**
- MSc in Business Administration
- MSc in Human Communication
- **Executive & Mentoring Niche** (GAC)
- **Author** of the Greek book "Truth or Dare" (published 2021)



## My Philosophy

My Vision is contribute to building organizational cultures in which people can work with inspiration, joy and trust, while they bring out their best.

Leadership is not a job description but a way of living and mindset. It is a skill that can be cultivated and a muscle that can be trained.



## Coaching Experience

★ **1800+** Professional Coaching Hours with executives, entrepreneurs and leaders (Languages - Greek, English)

## Topics of Specialization

- ★ Leadership Development
- ★ Building High Performing Teams
- ★ Communication
- ★ Impactful decision making
- ★ Sales
- ★ Emotional Regulation
- ★ Time management
- ★ Public Speaking
- ★ Delegation
- ★ Feedback
- ★ Change Management
- ★ Female Leadership
- ★ Work-life balance
- ★ Building New Cultures



# Client Reviews



LEARN MORE



"Within just 3 months of working together I managed to move on to my next step which was a job promotion from store manager to area manager. I managed to move forward professionally and at the same time have more free time with my family."



"Vaso is an amazing coach that promotes the advantages of listening, owning responsibility of performed actions and always focusing on the big picture, aspects that sometimes are missed when dealing with day-to-day struggles in this role. I strongly recommend her as a coach and I believe that an experience like this helps contour the way forward especially because she focuses on practical frameworks that help leaders in taking action differently with perspective and the desired result in mind. It has been an honor and I have learned a lot crossing paths with Vaso."



"Vaso is real specialist in her area of expertise. It has been a pleasure working with her and following her coaching guidance. Through the sessions that we had I got a better understanding of my professional values, strong and challenging points. Together we created a toolkit of support techniques and mechanisms that I can use even after our coaching journey was over."



"My collaboration with Vaso came at the right time. She is a great person and professional who has helped me become not only a better leader but also a better person."



# References

The multi award-winning portfolio of solutions have been used by Fortune 500 companies, government agencies, European Parliament, universities and global business in 40 countries through a network of licensed partners.







***“Global DISC is a powerful tool for Intelligent Leaders to leverage personal and cultural differences for competitive advantage, to enable trust and to build high-performing teams at home and globally.”***

- John Mattone, the #1 Authority on Intelligent Leadership and the World’s Top Executive Coach, Steve Jobs’ former coach

***“Bridging the gap between our intention and the actual impact on others is the foundation of great leadership. Global DISC makes this process clear and highly actionable.”***

-Marshall Goldsmith - Only two-time Thinkers 50, #1 Leadership Thinker in the world.



# Contact Details

## For our next appointment reach out at:

- Tel: +357 99 868 294
- Email: [info@vasovardaki.com](mailto:info@vasovardaki.com)
- Booking link - **[CLICK HERE](#)**

Thank You