Taking the "DYS" Out Of Dysfunction: The TRUST Model for Teams and Organizations

Pre-Conference Workshop
April 16, 2019 ♦ Minneapolis, MN

Tatyana Fertelmeyster & Daniel Yalowitz

TRUST Builders

Tatyana Fertelmeyster, LCPC

- Founder and Principal of Connecting Differences, LLC
- Nationally and internationally recognized expert in Intercultural Competence, Diversity and Inclusion, Team Processes, and Leveraging Differences in Workplace
- Tatyana partners with her clients to save their time and resources by increasing clarity of communication and decreasing conflict, creating positive customer experience and minimizing complains. Time saved is time invested into creativity, productivity, and building towards the future.

Dr. Daniel Cantor Yalowitz

- Highly sought-after trainer, consultant, and presenter
- Known as a dynamic and engaging facilitator both domestically and in the 88 countries where he has offered his programs and services.
- Daniel's work focuses on conflict transformation, training active bystanders, emotional, social, and multiple intelligences, intercultural communication and sensitivity, inclusion and diversity, differentiated learning and teaching, and community building through play.

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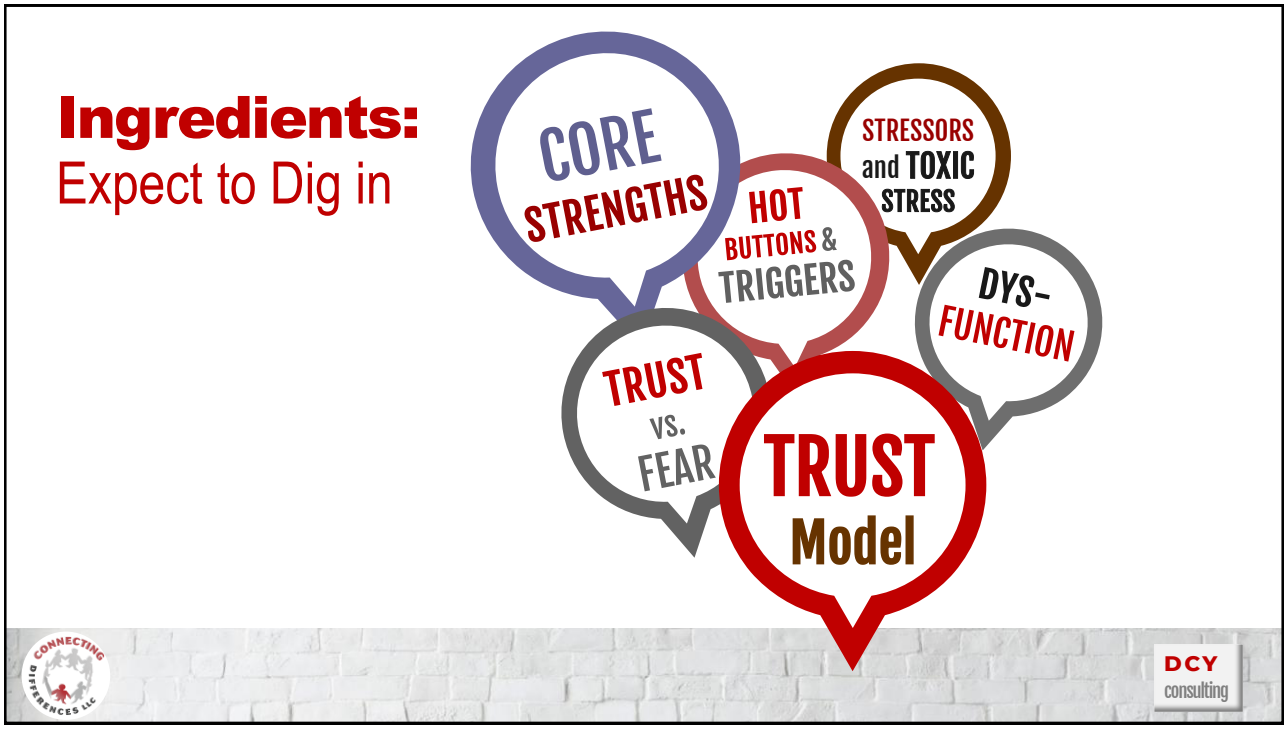

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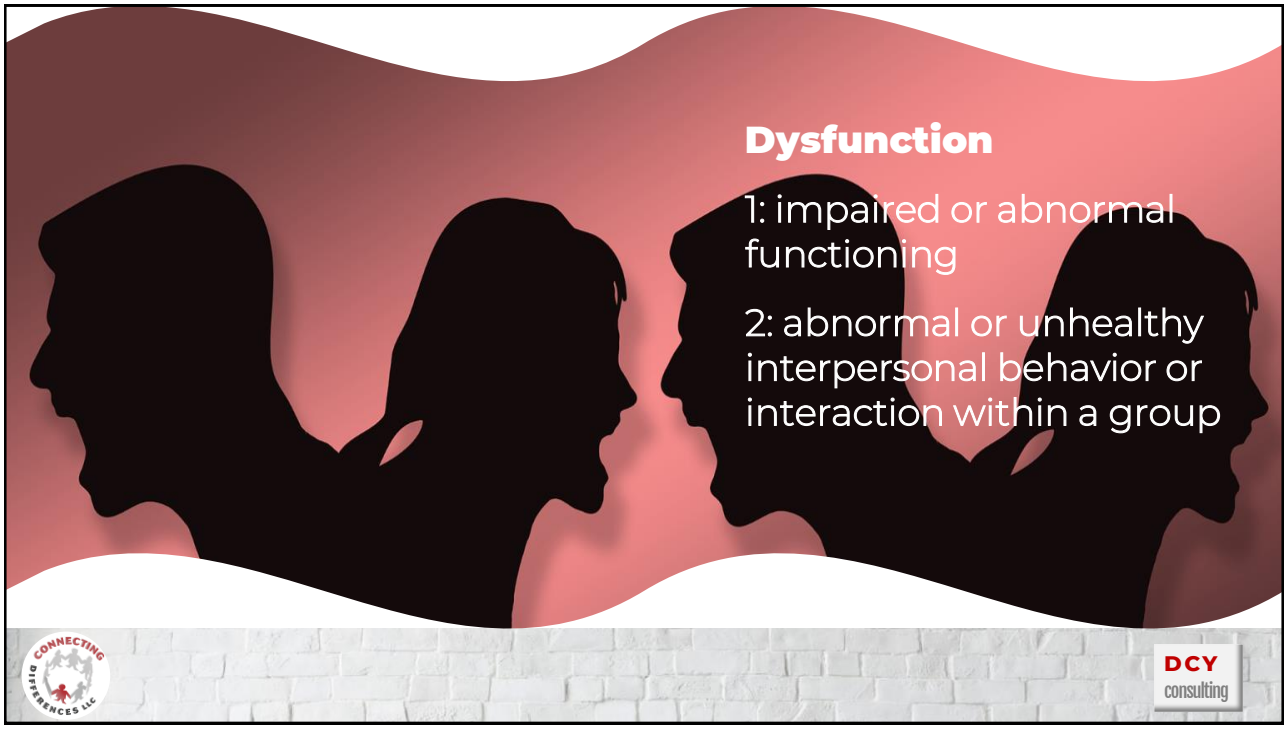

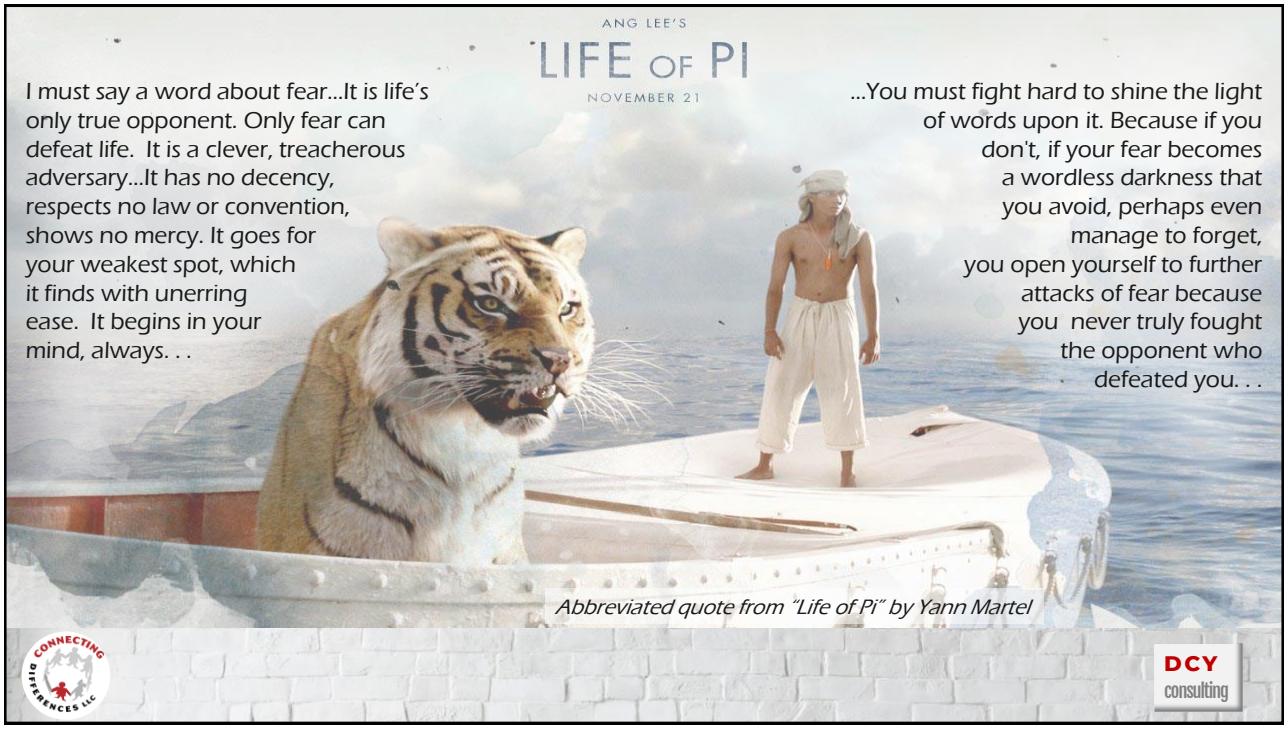

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Toxicity
Removal for
Underperforming and
Stressed-out
Teams/Organizations

Transforming
Relationships & **R**esults for
Underperforming and
Stressed-out
Teams/Organizations

Transforming
Relationships & **R**esults to
Unify and
Strengthen
Teams/Organizations

DCY consulting

*"**Without trust** we don't truly collaborate; we merely coordinate or, at best, cooperate. It is trust that transforms a group of people into a team."*

– Stephen R. Covey

*"**Without strategy**, execution is aimless. Without execution, strategy is useless."*

– Morris Chang

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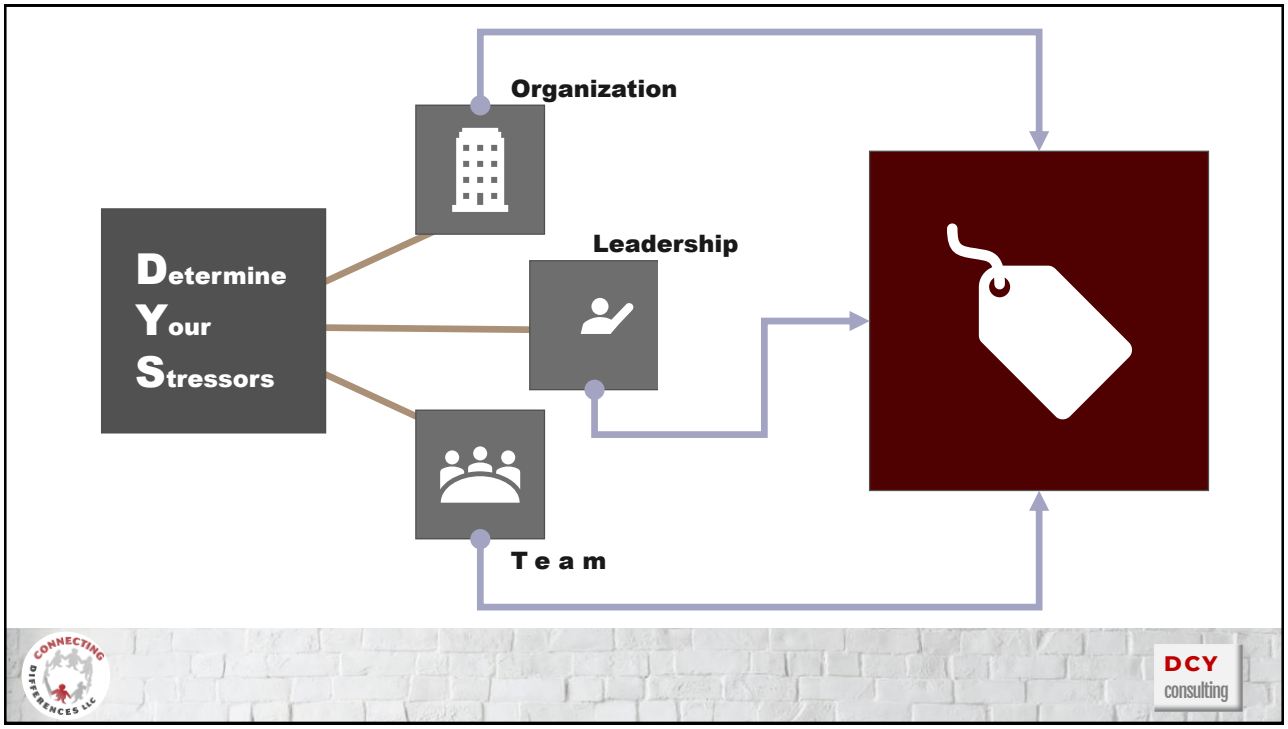

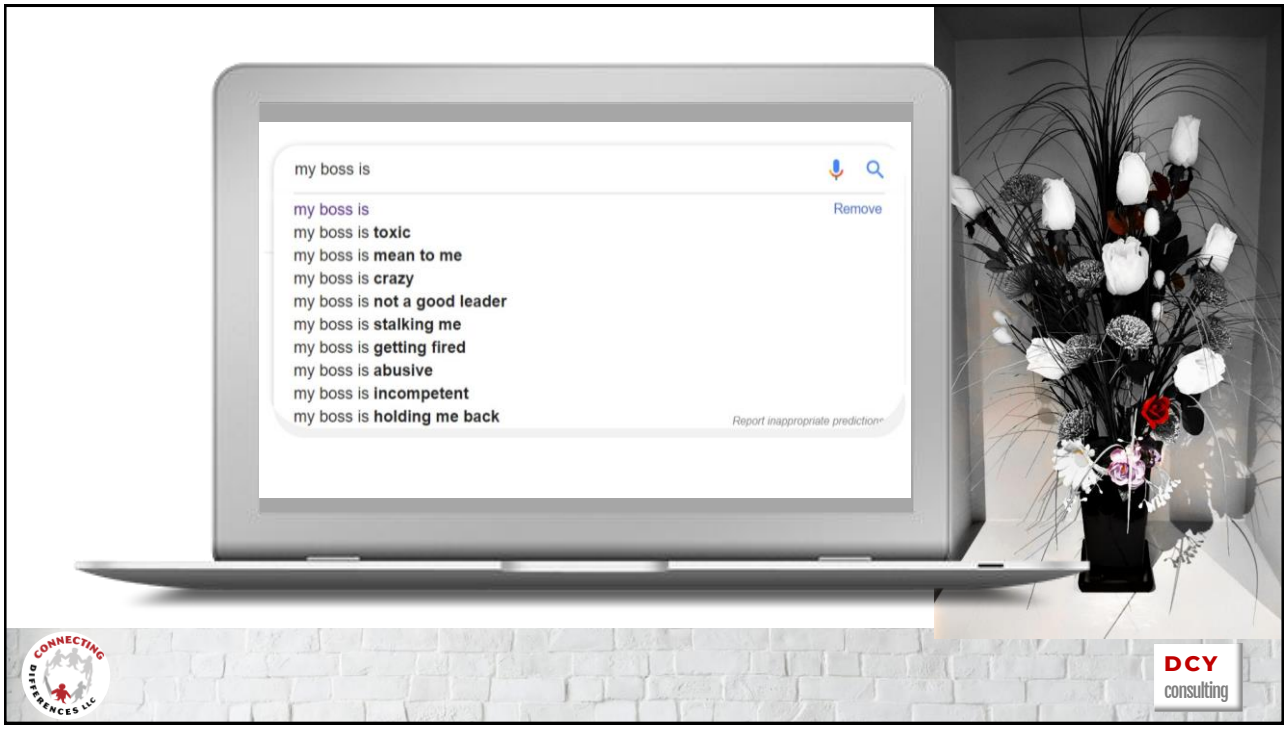

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Determine **Y**our **S**tressors

Design **Y**our **S**trategy

Declare **Y**our **S**trengths

Develop **Y**our **S**kills

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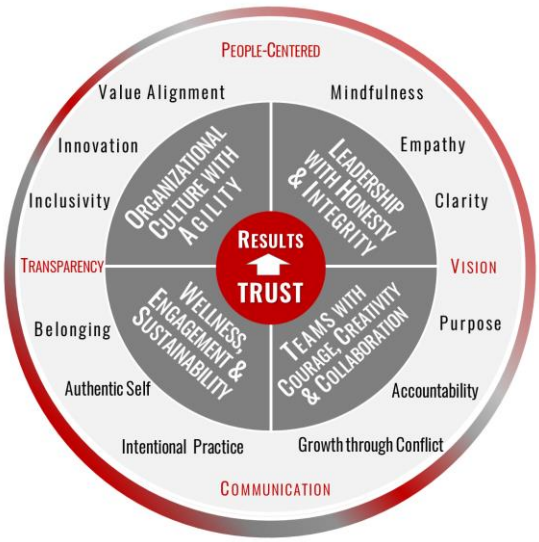
Determine **Y**our **S**tressors



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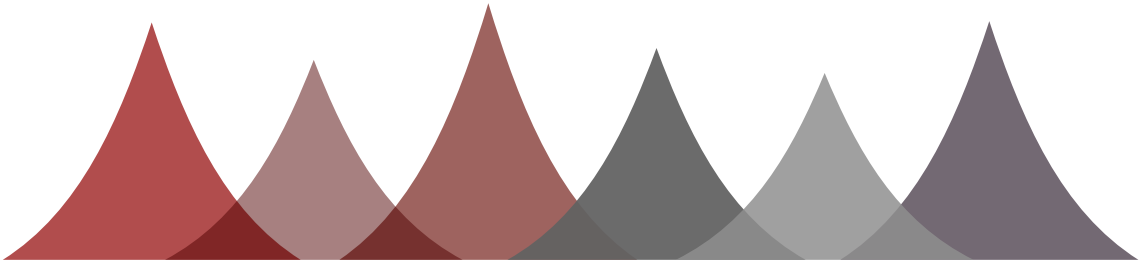
Stressors and **Toxic Stressors**



PERSONAL
Individual's life circumstances: family, health, finances, loss, change (negative or positive), etc.

SOCIETAL/ENVIRONMENTAL
Larger scale local, national, global events affecting Individual and/or their community

IDENTITY
Lack of privilege/accommodation, harassment, bullying, microaggressions, inadequate pay, etc.

WORKPLACE/ORGANIZATIONAL
Policies, workplace climate, rapid change, lack of transparency, job insecurity, etc.

WORKPLACE/ASSIGNMENT
Lack of tools and resources, time constraints, skills/challenges imbalance, nature of the task

WORKPLACE/RELATIONSHIP
Toxic leader and/or peers, lack of psychological safety, poor communication, unresolved conflicts

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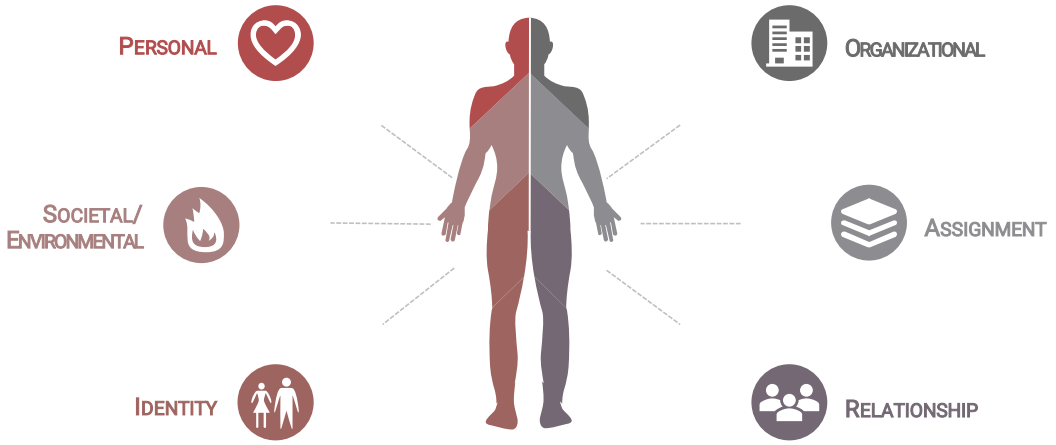

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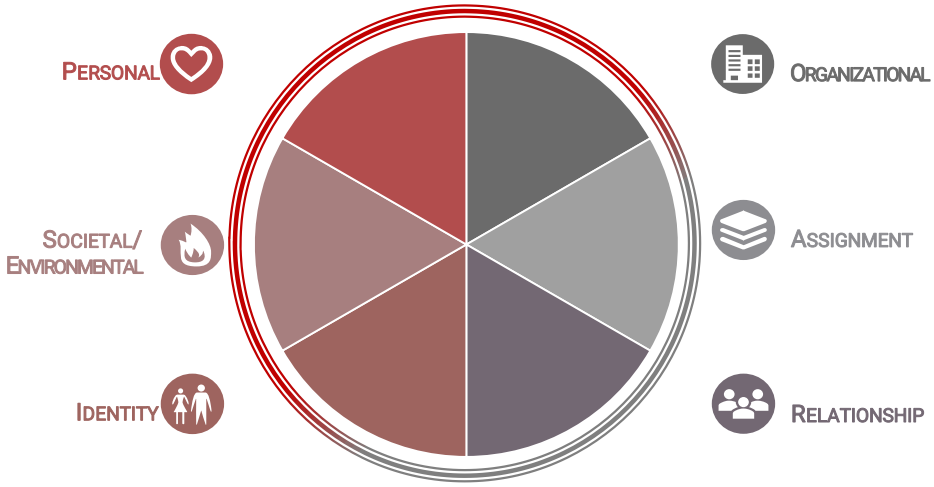
What's on **Your Plate?**



There Is **I** in **TEAM**

got privilege?

YOU

Witnessing | Standing by | Stepping in | Supporting | Empowering | Being and Ally

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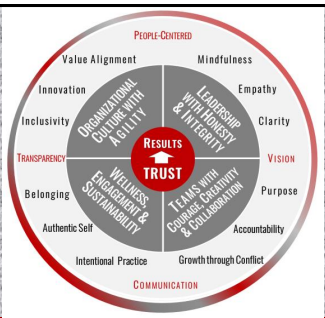
Assessment

Strategy



Coaching

Training

Emerging Design

Training of Trainers

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"Between
what I am thinking,
what I want to say,
what I believe I say,
what I say,
what you expect to hear,
what you believe you hear,
what you are hearing,
what you expect to understand,
and what you understand,
there are ten opportunities
for having difficulties to communicate.
Even so, try!"

(From Bernard Werber,
who attributes it to Edmond Wells)

www.ConnectingDifferences.com

Contact Us

to request our collection of

Best Questions
for Helping Multicultural Teams
Grow through Conflict

Stay **Connected**

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