



# Team Effectiveness programme



Effective, high performing teams are vital to the success of organisations in today's unpredictable environment.

A team-based approach to doing business is embedded in most modern organisations. The benefits in terms of flexibility, knowledge management, creativity and quality are undeniable when teams work well.

A high performing team will excel in a range of competencies. Through the Team Effectiveness programme, understand the behaviours which enable individuals, teams and organisations to perform at outstanding levels in an unpredictable, complex and fast changing environment. Find out the key elements that help effective teams to work together, how to engage team members on a task, focus on positive outcomes and grow and develop together. And learn how to develop these competencies in your team.

This programme will support your team through a phased process:

- 6 Establishing a baseline measure of its effectiveness and performance pre-event through our online Team Effectiveness Inventory (TEI) profiling tool. Providing related participant materials – Learning Logs - to support accelerated learning on the day.
- 6 Exploring current methodology relating to what makes effective / high performing teams\*

- 6 Production of 16-page interpretive report and playback of the TEI data
- 6 Engaging participants in an experiential simulation, replicating a complex organisational scenario, to raise awareness of how behaviours impact on team effectiveness and performance
- 6 Comparing existing team characteristics and creating a gap analysis
- 6 Pinpointing specific areas of success & development for the team
- 6 Defining existing support mechanisms for teams (resources, management, communication etc)
- 6 A facilitated Thinking into Action & Road Map session

Post-workshop, we'd like to build on the momentum gained through the intervention and sustain the impact of the learning. Additional support may be required to ground the learning - providing coaching support to the team to review progress on Road Map action plans, identify and manage "road blocks" and "congestion"

Within three months we will commit to re-running the TEI and compare this to initial baseline survey results. This leads to a gap analysis of the team; by isolating many of the variables that affect team performance we can identify opportunities for future development and subsequently we can measure the return for you and the team. A 14-page comparative interpretive report will also be produced.

\*Online 360° BELBIN Team Role Profiling (Self Perception & Observer) for the team may also be considered.