



TEAM DEVELOPMENT SERVICES

Objectives

We help teams increase their performance by:

- ▶ Building relationships through an informed understanding of self and others
- ▶ Enhancing core team processes (e.g. communication, decision making, conflict resolution)
- ▶ Creating a sense of common purpose

Our consultants have worked with the boards of large organisations, teams of functional specialists and groups of 100+ representing a global industry sector. We will work with you to identify your priority areas of attention and then help you improve regardless of team size or organisational context.

Building Relationships. A shared experience can be one of the most effective team building tools. Coupled with the use of reliable and valid psychological profiling instruments this enables people to develop an informed understanding of themselves and how their behaviours affect others.

Enhancing core team processes. Teams need processes for getting things done. These can include sharing information, decision making and managing conflict. Time out spent agreeing effective ways of working by sharing best practice and exploring how other teams work helps teams to get out of a rut.

Creating a sense of common purpose. Creating a clear vision of success for the team and agreeing supporting objectives and actions is very often where teams begin. By using a creative and engaging approach that involves everyone we have helped groups clarify their purpose and take a significant step forwards.

Our Approach

- ▶ **An energetic and fun environment.** Events with pace and energy to maintain interest and appeal to a range of learning styles
- ▶ **Learn by doing.** Active involvement throughout and the use of experiential exercises to really challenge thinking and enable the practical application of techniques learnt
- ▶ **Valid and reliable psychometric instruments.** We use well regarded profiling tools applied by qualified consultants to create evidential and fact based solutions
- ▶ **Practical application of learning.** Workshops will emphasise the practical application of effective processes and behaviours to the team's situation

An example of a team development project can be found on the case studies page of this site.