

# EXECUTIVE TEAM DEVELOPMENT

## Team development



### Our Approach

We believe that effective team working is a strategic imperative, not a choice.

We provide challenge, support and a variety of interventions to accelerate team effectiveness, develop collaborative teams and transform dysfunctional teams into high performing teams.

Clients choose to work with us for our ability to design and deliver high impact, challenging and business relevant team development that results in tangible performance improvement.

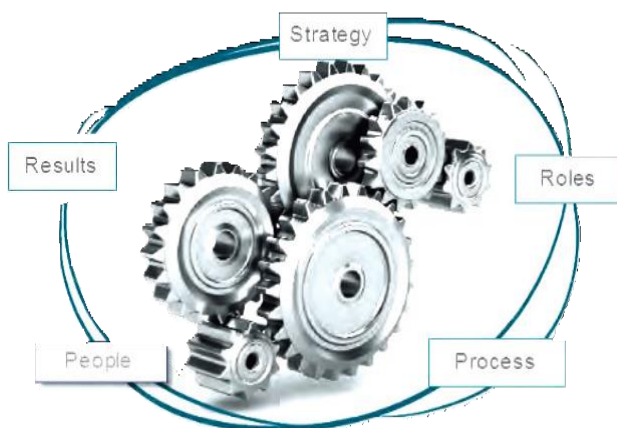
**“ Teamwork is a strategic imperative, not a choice ”**

*Patrick Lencioni*

We know from experience that people who feel good about themselves perform better. Research tells us that high functioning teams who enjoy their working environment and interpersonal relationships will deliver better business results.

Based on our experience of working with many diverse organisations in this area, we create high impact, flexible programmes for senior teams that will enable them to:

- Create and communicate a clear vision and strategy
- Build greater collaboration and trust
- Develop good processes and systems to enable efficient delivery of objectives
- Enhance working relationships with each other
- Focus on delivering excellence in all they do



# Winning teams invest in their own development

<b>Step 1</b>	<p>Meeting with Director/ Manager of the team</p>	<ul style="list-style-type: none"> <li>• Understand needs of leader and the team</li> <li>• Discuss current team climate and issues</li> <li>• Contract on objectives, process and success measures</li> </ul>
<b>Step 2</b>	<p>Individual and team diagnostic tools</p>	<p>Diagnostics include a choice of psychometrics, 360 profiling and team profiling. We engage with each team member to gain their insight and objectives before design</p>
<b>Step 3</b>	<p>Team Away Day Review of data and Team Analysis</p>	<ul style="list-style-type: none"> <li>• Team complete diagnostics</li> <li>• Present results and analyse key issues in the team</li> <li>• Agree Team Action Plan</li> <li>• Agree individual Action Plans</li> </ul>
<b>Step 4</b>	<p>Option of 1-1 Coaching session to support Leader to follow up and get the best from the team</p>	<ul style="list-style-type: none"> <li>• What changes do they need to make individually as the leader of the team?</li> <li>• What process/structural changes need to be made?</li> <li>• Agree action plan and timescales</li> </ul>
<b>Step 5</b>	<p>Option of Shadow Day Observe the team in a Board or Leadership team meeting</p>	<ul style="list-style-type: none"> <li>• Facilitate review using the Teamtalk dimensions</li> <li>• Give observations and feedback to team and individuals</li> <li>• Agree what is working well/what could be better?</li> <li>• Review Action Plan</li> </ul>
<b>Step 6</b>	<p>Follow up Team Away Day</p>	<ul style="list-style-type: none"> <li>• Review Action plans and progress</li> <li>• Work on current team issues: strategy, team working or business goals</li> <li>• Work on stakeholder engagement</li> </ul>
<b>Step 7</b>	<p>Option of Coaching sessions with team members</p>	<p>Option of further coaching sessions with leader and team members to continue working on personal leadership goals</p>