

Team Spirit Plus

Developing and Building Teams

Workshop Aims

Successful team programmes can take place on or off site. The aim of these workshops is to improve the performance of real teams by a variety of exercises and feedback based on real issues. Specifically aims are:

- To improve team processes and meeting skills
- To help individuals to understand what they bring to a team and what others also bring
- Looked at the team's clients and their needs
- Improve team efficiency and delivery of goals
- To motivate team members and produce team spirit

Workshops last from ½ a day to two days depending on the needs of the team.

Content

The sessions can cover any of the following:

- Evaluation of a team's readiness to work together
- Helping individuals to understand what they bring to a team through the use of questionnaires such as the Myers-Briggs Type Indicator or Belbin Team roles. We also use FIRO-B when appropriate
- Understanding and evaluating the team problem-solving processes

Benefits

The successful team programmes can take place off or on site. It is a great advantage to a team to have real live meetings observed and get feedback on improving performance. Off-site workshops can be used to develop team effectiveness in a more structured way. In either case the benefits can be dramatic. I.e.

- Improvements in team process/meeting skills
- Helping individuals understand what they bring to a team.
- Implementing more efficient/effective methods of achieving team goals.
- Covering all areas of team functions.

Key Features

Each programme will be designed to suit the needs of that particular team. However the following is an outline of a typical programme.

- Evaluation of team's capabilities of working together to achieve its objectives - its "Readiness"
- Helping individuals to understand their preferences/ways of working using Myers-Briggs/ADQ, and what effect these preferences have on how they relate to others.
- Understanding and evaluating the group problem solving process
- Helping individuals/teams to understand their preferred roles within team
- Facilitate the group; clarifying what their purpose is, who their customers are and what are their objectives.
- Throughout these phases use short indoor/outdoor exercises to illustrate real team behaviours and facilitate feedback to individuals on their behaviours.
- Finish by bringing the parts together with the agreement of an action plan for the group and its members to achieve its objectives and purpose in the work situation.
- A review day some three months later to consolidate implementation