



TEAM PERFORMANCE DEVELOPING EFFECTIVE TEAMWORK

“There’s a gap between the potential high performance of teams and the reality of relationships in many work groups that can be closed by investment in team development”

When organisations face challenges, well developed teams can make the competitive difference. High performance teamwork encourages innovation and delivers excellent services or products.

When a team works effectively together they produce work superior to that of the same number of individuals working alone.

Teams provide a flexible way of achieving targets, motivating and developing people as well as improving performance.

Yet in reality lots of teams don’t work together effectively and can be unhealthy. Team development can be inhibited by unclear goals and roles, inappropriate leadership, difficult relationships and lack of trust.

Team work needs to be developed and sustained. Setting up an improvement team, project team, high performance team, self managed team, virtual team or an international team, needs investment in training.

Developing a teamwork culture often involves a corporate transformation.

CREATING & SUSTAINING TEAM PERFORMANCE

Most teams face these challenges:

- Forming the team
- Creating relationships
- Aligning with goals
- Planning projects & tasks
- Problem solving
- Making decisions
- Reviewing progress
- Action learning

Developing team performance needs:

- Team identity building
- Building trust
- Clarifying goals
- Creating commitment
- Implementing plans
- Sustaining performance
- Renewing the team
- Learning reviews





TEAM PERFORMANCE

ASSESSMENT & TRAINING

TEAM ASSESSMENT

We provide customised assessment processes to identify the success factors and team development needs of any team by making use of activity based assessment centres, diagnostic interviews & a wide range of team profiling methods, like:

- Team Blockages Review
- Team Roles
- Management Team Roles · Indicator
- Myers Briggs Type Indicator
- Team Values Assessment
- Team Management Skills
- Trust in Teams & FIRO-B
- Team International Profiler
- Humetrica Work Style Index

TEAM DEVELOPMENT

We develop team performance using various methods, focusing on task, team, individual and organisational factors.

- Our business simulation activity *Operation Profit*® helps teams review performance and behaviour.
- A consultant reviews team meetings or activities to address team issues.
- A team performance process is used to focus on work related tasks and team development.
- A team activity and questionnaires give team members feedback on individual and team behaviour.

MEETING THE NEEDS OF DIFFERENT TEAMS

Today's high performance organisations require all teams to adapt and be more competitive:

- *Temporary project or improvement teams*, drawing people from across the organisation require high levels of teamwork and organisational skills to respond to new challenges.
- *High performance teams* need to be developed for critical tasks where proactive, creative, flexible and fast responses are required by customers.
- *Self managed work teams* with shared leadership and autonomy offer advantages for lean organisations by investing in training teams and developing managers as coaches.
- *International & inter-cultural teams* offer faster and more diverse responses to global markets but careful selection and development of inter-cultural skills are necessary.
- *Virtual teams*, situated in different locations and working at different times on shared goals, require efficient communication technologies and team training.
- *Strategic leadership teams* responsible for building organisational capability, need to work on team values and vision which requires a big picture approach.

TEAM LEADERSHIP

Developing the leader as a whole-person within the whole-system of the team is essential.

- Our *leadership development* ranges from specific skills modules to customised programmes including 360 degree assessment, action learning projects & workshops.
- We offer *coaching for leaders* focusing on performance and personal development.

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