

Introduction

Constantly we hear of successful teams within Business, Sport and special Media events, who deliver outstanding results, however, for each successful team many others only achieve mediocrity. The most common denominator for unsuccessful teams is the inability of talented individuals to understand and function within a team structure. However, when they are given clarification on their personal team profile, including leaders and supporters, shown how to effectively communicate and operate, we find, their performance has the potential to become exceptional. If we then combine this knowledge with out of role stressful activities and feedback, they rapidly develop a winning teams profile.

Aims

The programme uses the Belbin evaluation to show individuals their ideal team role. It then explores how each role can be used to maximum effectiveness within a team structure, highlighting areas of cooperation and conflict and why a team needs a certain structure to be successful. Having developed, what the team believes is, an ideal operational profile, we then apply an out of role, challenging, 36-hour exercise to highlight, successful strategies, areas of stress and potential conflicts. Finally reviewing the exercise through a debriefing and where appropriate establishing development goals to lift the team to higher results.

Benefits - to the individual

The information, tools and techniques learnt during the course will impact on both personal and professional lives by: -

- Identifying individual team profiles
- Highlighting how profiles sit within a team structure
- Recognizing individual strengths and weaknesses
- Understanding why teams succeed and fail
- Understanding how to develop a winning team
- Recognising points of failure under pressure
- Developing an action plan to enhance team capability

Benefits – to the organisation

The organisation will benefit from individuals who understand the significance of developing a successful team by: -

- Reducing conflict by understanding individual team styles
- Clarify how to obtain winning teams from a range of individuals
- Understanding how to support a range of styles within a successful team

Who Should Attend

The course is designed to develop serious operational teams whose main goal is outstanding success.

