

## Team Building & Development

Everyone knows about the synergy benefits of operating in a team - with the right balance of skills and personalities, the whole can definitely be greater than the sum of the parts. However, getting this balance right can be especially challenging for businesses that have fluid, constantly changing teams, operate in a matrix structure or rely on cross-functional collaboration for their success.



Here is what *the Change Team* can do to create synergies and energise team work in your organisation.

### Building and Developing Collaborative Teams

When team membership changes or where teams come together temporarily, for example to carry out a project or work cross-functionally, they need to get to know each other quickly and identify the best way of working together. We usually spend one or two days working with such teams, building a tailor-made programme around their objectives. Typically this would involve enabling the team to:

- *Develop a shared vision and direction*
- *Understand their own and each other's unique personal style and motivation, using tools drawn from psychology*
- *Uncover and resolve any obstacles to effective team working, in a constructive, non-threatening way*
- *Produce an action plan for getting the best out of the team, which they are committed to putting into practice, back in the business*

*...and enjoy each other's company in a relaxed and informal environment!*

### Defining Roles and Processes

During periods of change, new roles are often created and old ones removed or merged, organisational structures change and individuals are appointed to new positions. As a result people are often unclear about what they have to do and this can cause confusion, frustration, duplication of effort and inefficiency. Effective team working requires businesses to define clear, non-overlapping roles and streamline processes so that everyone is clear about their unique contribution to the bigger team.

At *the Change Team* we facilitate this process by working with internal project teams to:

- *Capture existing best practice*
- *Identify bottle necks, gaps and duplication of effort*
- *Define clear processes and roles for the business going forward.*

We work in partnership with credible and respected representatives from all functions and levels in your business. This ensures a quality solution, which is owned by the people in your business, not imposed from outside. It also provides champions for your new processes and roles, across the organisation.

### What Our Clients Say

"I was impressed by the professional and supportive way that *the Change Team* led our team through the Myers Briggs Type Indicator, helping us to understand each other even better and develop as an even stronger and higher performing team."

*Frank Thompson,  
Manufacturing Manager,  
Unilever Best Foods UK*

"*the Change Team* enabled us to put together a senior strategic team combining the right balance of management and personal styles. Their approach is perceptive, incisive, very professional and caring, all of which are essential when dealing with people issues. They are personable and non-threatening and their sense of fun makes them good to work with. For issues like team development we would recommend them highly."

*Peter Jones,  
Managing Director  
Park Cakes*