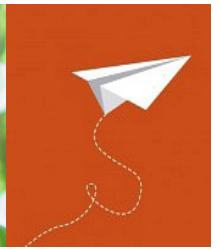


MAXIMISING TEAM PERFORMANCE



“THE 21ST CENTURY IS ABOUT WORKING IN TEAMS” *Linda Gratton, London Business School*

Our experience as managers and team members tells us much about excellent teamwork. The work of Harvard professor Jon Katzenbach, along with research at the Centre for Creative Leadership, clearly identifies the key factors that promote teamwork.

Good teamwork breaks down hierarchies. Good teams that get results do not happen by accident, but through sustained development, good processes and constructive relationships. Recent research in a wide range of organisations, and the successful Cambridge Boat Race team, has come to some conclusions about how you can make the most of your teams.

TEAMS NEED

- Interesting and challenging work
- A diverse range of personalities, clear understanding of the value of diversity
- Stretching objectives and a clear direction
- Leadership that enables self-management
- A leader who defuses conflict, provides coaching and mentoring
- A team culture that moves from ‘this is my way’ to ‘this is our way’.

HOW THIS CAN BE ACHIEVED:

Facilitated workshops led by expert and experienced trainers where we simultaneously build individual, team and leadership competence. To do this we use:

- Development work with processes and methods, definition of roles and responsibilities
- Increased knowledge and understanding through the use of MBTI and FIRO-B
- Development and coaching for team leaders.

We guarantee that we can make a difference.

An effective, expertly led team can achieve extraordinary results. A poorly managed team is a disaster.

