

Example Team Building Programme

This is an example Programme, tailored to meet the needs of a team working in the Housing Association Sector.

Issues included:

- Very limited focus on a common team goal
- In-efficient working practices
- Conflict
- Poor communication
- Negative reputation (internal and external customers)
- High staff turnover

Solution

A highly interactive Programme, designed to:

- provide individuals with an understanding of their own behavioural 'type', their key strengths and how they can use this knowledge to increase their personal effectiveness (through Psychometrics and 1:1 coaching)
- building on individual development, enable the team to identify and agree what they need to achieve, and how they are going to get there – including what works now...and what doesn't (through team workshop)
- ensure that action plans are owned by the team; that objectives are achieved and recognised (through ongoing reviews in the workplace eg team meetings)

Phase 1: Myers Briggs Type Inventory Completion

Individual participants complete MBTI Psychometric Tool in the workplace.

Phase 2: MBTI feedback

Each team member attends an individual 1:1 feedback session with coach on MBTI outcomes eg Myers Briggs type (1 hour per person)

Benefits -

Individuals able to:

- *identify and develop strengths*
- *recognise impact on relationships with others*
- *recognise and manage development needs*

Phase 3: Teambuilding workshop

One day workshop aimed at strengthening the team (building on Phase 2).

Benefits –

Team able to:

- *identify and develop strengths*

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- *create highly effective working relationships with each other*
- *feedback to each other*
- *deal with conflict*
- *value 'difference'*
- *communicate effectively*
- *identify roles and responsibilities*
- *act as an effective 'unit'*

Programme outlined on following page.

Phase 4: Team development

Ongoing team development to be reviewed and evaluated through 1:1 and team meetings, using action plans and 'Team Charter' as primary tools.

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Workshop Outline

Introductions, aims, ground rules Personal objectives Ground rules
Icebreaker
Characteristics of Effective teams Explore past experiences: Best team/Worst team
Team goals What does the business expect from us? Team goals? Getting there? Enablers? Barriers? Start to create a 'Team Charter' which will act as a key tool for effective working in the future (build on throughout rest of workshop)
MBTI Type refresher Benefits of understanding each others preferences: "Hot buttons" Type of work different 'types' feel at ease with Differences between self and others The things people differ on
Type exercises Interactive, fun exercises
Team Type Analysis Types - which fit the team best? What are the implications?
Communication Communication ground rules Brainstorm of ground rules for communication in the team Persuasion and influencing – inside and outside the team
Conflict resolution Conflict resolution – problem solving
Action Planning Prioritising and action planning – team/individual