



Major gains in quality and productivity can be realised through effective teamwork.

Chasing improvement with a dysfunctional team is like pressing the accelerator without releasing the handbrake.

Effective teamwork rarely comes about as a natural result of people working together. Like any relationship, it has to be worked at.



Building High Performance Teams

“At last, I feel we are all moving together in the same direction”

- ▶ Changing the direction or make-up of your team and need to re-align the members?
- ▶ Stuck between ‘storming’ and ‘norming’ and need to move on to high performance?
- ▶ Suffering from personality clashes or power struggles within your team?
- ▶ Looking to build more effective working relationships?



- ▶ Single individuals rarely have enough knowledge or experience to understand everything that goes on in a team
- ▶ Effective teams know how to communicate in order to pool their skills, talents and knowledge
- ▶ Creative teams know how to tackle persistent and complex problems and come up with effective, permanent solutions

Team work may become hampered due to a variety of issues that seem insurmountable and chronic to individual team members in their daily work roles.

Our experience has proved that these issues can be rapidly addressed and resolved by taking the team out of their normal environment and through our structured process of high performance team development.



How Does High Performance Team Building Work?

The High Performance Team event is a very participative, flexible course ranging from 1 – 3 days and may be held residentially or '9 to 5'. Each event is tailored to the specific needs of the team, based on outputs from the diagnostic phase. This is carried out prior to the event and includes personality profiling, Belbin team roles and diagnosing teamwork problems using questionnaires.

A combination of outdoor and indoor exercises are used to tease out the learning points. One of our core beliefs is that people do not learn when they are afraid, as fear stimulates the wrong part of the brain. Our courses differ from the 'outward bound' type of event in three distinct ways: (a) we focus on current work issues (b) a specific action plan is developed to apply back in the workplace (c) no one needs to get scared or dirty. Our events are fun! Activities range from puzzles to addressing actual work-based issues defined at the design stage of the process.

Objectives:

As a result of attending an event, delegates will:

- ▶ Understand the dynamics and roles within their team
- ▶ Recognise the need for cooperation and effective communication
- ▶ Have a clearer sense of common purpose
- ▶ Develop and agree a generic team-based task management system
- ▶ Learn how to solve problems together
- ▶ Plan actions to address team and business issues and transfer the gains made as a team back to the workplace.

Benefits:

Over the 15 years that we have been running these events we have found that teams consistently experience the following benefits:

- ▶ Increased morale, productivity and quality
- ▶ Solutions to chronic problems
- ▶ Resolution of people issues in teams
- ▶ Cost and time effective team development

Suitable for:

Any team at any level from sales to shop-floor to the boardroom, where one or more of the following is needed:

- ▶ Reinvigoration or re-alignment
- ▶ An insight into the team dynamics due to new membership or chronic problems
- ▶ Newly formed project / work teams that need to 'hit the floor running'
- ▶ Quality time together to plan key actions with expert facilitation

Fourth Generation Management provides a coherent set of operating principles for any organisation. We can provide Team Building, Team Leader Development and Team Briefing Systems to help you turn these principles into reality.



We are delighted with all the work 4GM Consulting have done to support us. From running Open Space meetings and Team Building events to developing Key Performance Indicators, the quality of their work and materials is first rate.

R Cooper, Director of Fundraising,
The Institute of Cancer Research

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