

Boosting personal and team effectiveness

Two-day Belbin Team Roles workshops for managers



- ★ Do you feel you're not fully using your natural talents in your management role?
- ★ Despite competent qualified people, is your team sometimes ineffective?
- ★ Is team spirit jeopardized by difficult working relationships?

If yes...

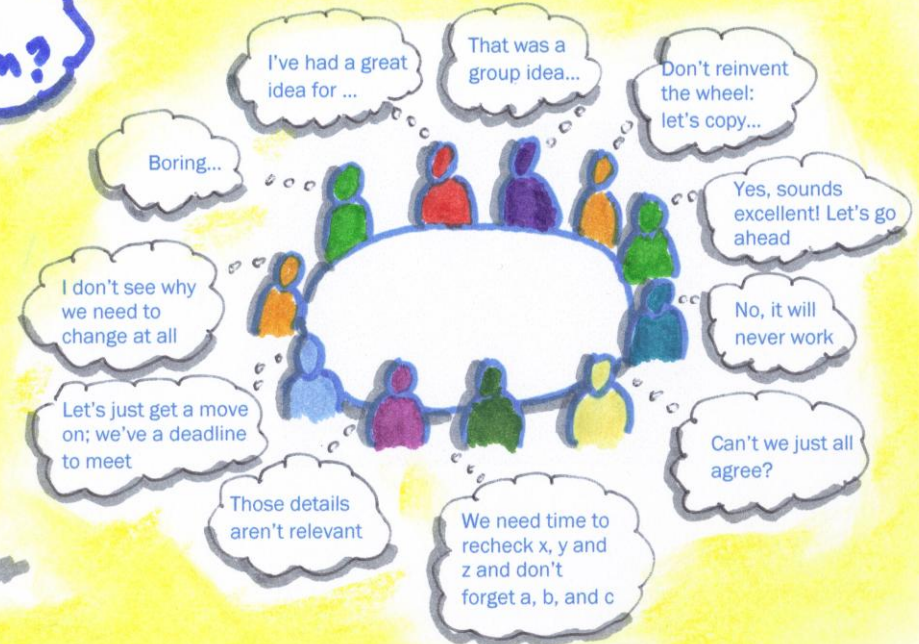
then this Belbin Team Roles workshop is for you. Join us to learn how the Belbin Team Roles approach can help you to play to your strengths, better align people to tasks, and manage your team for high performance.

To Do this month

- Do thorough analysis of pros/cons of new strategy options; make recommendation to Board. 😊
- Project P: chair weekly project meetings; get all involved in decision on X; coordinate project team's work. 😊
- Think up some innovative ways of solving our tricky ... problem. 😊
- Check & recheck all details of ... proposal to ensure high standard & no errors/omissions. 😊
- Team T: quickly find way round latest obstacle to progress, get team moving & goal-focused & get concrete results by end of month. 😊
- Get in touch/meet with ... contacts to explore opportunities for ... and tap into their good ideas. 😊
- Build bridges between members of problematic G group, listen to views, try to raise morale (be diplomatic!). 😊
- Do in-depth technical research on A & B — need to know a lot more about them before we can make purchase decision. 😊
- Organize properly structured process for ... & get going on task (be disciplined!). 😊

My work?

My team?



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What are Belbin Team Roles?

The Belbin Team Roles approach developed from nine years of research conducted in the 1970s by Meredith Belbin and his colleagues, looking at the factors that make teams succeed or fail. They identified nine clusters of behaviour (“Team Roles”) that contribute to a team’s effectiveness and that each of us shows to varying degrees. The researchers found that it is the ***mix and complementarity of these different behaviours*** within a team that matter – beyond the common team-selection criteria like subject matter expertise, intellect or position within the company.

Identifying people’s preferred Team Roles helps in raising self-awareness and personal effectiveness, fostering mutual trust and understanding, building successful teams, matching people to jobs and tailoring jobs to people.

The Belbin model is now used worldwide by thousands of organizations in both public and private sectors to enhance individual and team performance.

What will I gain from the workshop?

Before the workshop, you will use the Belbin online profiling system to complete a self-assessment questionnaire (20 min) and will ask four to six work colleagues who know you well to complete an “observer” questionnaire (10 min). These will enable us to generate an individual report on your Belbin Team Role preferences and their implications.

During two highly interactive full days – which also offer an opportunity to exchange experiences with other managers – we will mix short presentations, group discussions, team-based practical activities, individual feedback and self-reflection to help you to:

- Understand the theory and practical applications of the Belbin approach in self-management and in selecting and managing a successful team.
 - Increase your awareness of your own strengths in terms of your preferred behaviours (and compare your self-evaluation with colleagues’ views of you).
 - Use this awareness to boost your effectiveness by identifying ways to exploit your natural talents and manage your weaknesses.
 - Recognize Team Role preferences in your own team and identify blocks to effective teamwork.
 - Use this knowledge to build a strong, effective team: better align people to tasks, maximize each person’s contribution and catalyse productive working relationships among team members.
 - Develop an action plan to transfer learning directly to your own work environment.
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Who is the facilitator?



The workshop will be run by Sarah Clark, a Belbin Team Role accredited facilitator and consultant focused on supporting individuals and teams in clear thinking, clear communication and effective team function for high performance. Experienced in workshop development and group facilitation, Sarah also uses visual thinking tools to support active learning and brings additional insights from her weekend passion as a mountain trek leader and from her former role as a team manager.

For further details, costs and registration queries contact:



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