

TEAM PHOTO



TEAM TIME

RAISING YOUR PERFORMANCE

It's not simple!

Managing teams is no simple task and few of us have had formal training for it.

What's it costing?

Those misunderstandings, uncoordinated actions and awkward silences come with a cost. How long can you afford it?

Hope is not a strategy

Hoping that dysfunctions will eventually sort themselves out is one approach, doing something about them is another!

TEAM PHOTO

WHERE ARE WE?

Whether you are setting out on a new project, launching your dream start-up or facing up to the realities of a team which is not making the impact it should, taking some time out to map and better understand your team's potential and how best to enhance it, will prove to be a worthwhile investment.

Whether you are forming a new team, revitalising an existing one or helping your team to navigate important changes, Team Photo gives you a snapshot of where your team is with respect to its roadmap and define the best ways to make sure it moves forward effectively.



OBJECTIVES & OUTPUTS

TANGIBLE RESULTS



Identify talents of team members (expressed & latent)



Team mapped



Explore team dynamics – functional and dysfunctional



Current team status defined



Identify the best levers to improve effectiveness and efficiency



Team development plan



Ignite and nurture passion for the team's tasks



Team galvanised

WORKSHOP OVERVIEW

TEAM PHOTO AT A GLANCE



#1 FIRST QUESTIONS

Assessment of AI/IS situation according to team managers.



#2 TEAM IN ACTION

Observation of team on the job and individual interviews.



#3 TEAM TALK

Team based activities leading to a facilitated conversation to raise issues and roadblocks to development.



#4 NEXT STEPS

First three phases translated into visual report and development plan.

FIRST QUESTIONS

???

#1



Initial interviews with the team managers and opinion leaders help to establish the state of the current vision and mission of the team and where the team currently is compared to its roadmap.

Where feasible, a site visit may be organised to get a feeling for the culture of the organisation.

TEAM IN ACTION



#2



According to the nature of the team's work, suitable opportunities will be created for the team coach to be able to observe how the team collaborates on its tasks.

Individual interviews will be held with all team members to gain insights into team dynamics, involve the participants and allow them to contribute more fully to the team talk.

TEAM TALK



#3



Based on the results of phase #2, the team participates in a business simulation which helps the most crucial team dynamics to emerge in real time .

Following the business simulation debrief, the team is guided through a process to help raise and elaborate issues key to improving the team's performance. This provides the basis for a team charter for the future.

NEXT STEPS



#4

Based on all the information gathered, the team coach produces a highly visible and easy to navigate report focussed on key action points for raising performance.

Once the report has been discussed with the team management, it will be possible to decide whether the team feel they can implement the action plan alone or with the support of the coach.

GET IN
TOUCH



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