

FOSTER BONDING. BUILD CAMARADERIE. ENHANCE TEAM PERFORMANCE.

# PULLING IN THE SAME DIRECTION

## THE HIGH PERFORMING TEAM

*Remote working does not mean remote results*

Based on Dr. Meredith Belbin's path-breaking research of real teams in real workplaces, Belbin is the platinum standard in helping people understand how they think, behave and contribute when functioning as part of a team.

AVAILABLE AS  
VIRTUAL &  
IN-PERSON  
FORMATS

Includes **COMPLIMENTARY** Team Roles Profiling  
for each participant (Self-Perception Inventory)

**A PROPRIETARY PRODUCTIVITY ENHANCEMENT INITIATIVE  
FOR REAL TEAMS**

by

**INFLUENCE SOLUTIONS**

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER

*Holding you steady in a changing world*

## WHO WILL BENEFIT FROM THIS PROGRAMME

- A new team, which is not yet a cohesive unit
- An existing team that needs to re-focus for a new challenge or strategy
- A team in the aftermath of major crisis / change / disruption / re-organization
- A problematic team, where conflicts are getting in the way of performance
- A multi-city / remote-working team whose members only meet occasionally
- A high-performing team which wants to achieve even greater success

## 4 POWERFUL BENEFITS WITH MEASUREABLE BUSINESS VALUE

- Build team spirit & camaraderie; that fosters a culture of trust & transparency.
- Helping the team to evolve and adopt best practices that foster trust and transparency, whether they are functioning live, remotely or as split teams
- Harnessing the diverse strengths of team members to ensure team goals are met time and cost efficiently
- Allowing the team to use suitable metrics to measure performance and productivity depending on whether they are functioning live, split or virtually

## WHAT PARTICIPANTS WILL LEARN

- Clarity on team goals and how they link to their personal goals.
- Why people behave differently and how to harness these differences to enhance team performance.
- Identify and tap diverse strengths of team members to increase engagement, innovation and productivity.
- Manage conflicts and diversity such that everyone is pulling in the same direction.
- Convert difficult conversations into invigorating, solutions-focused discussions.
- How to promote a feedback and growth-oriented culture that fosters trust, engagement and collaboration.

**"This workshop brought the team closer together.  
We discovered more of each other."**

Querner Eley Sevebilge, Vice President, Digital Services, TUV-SUD

# AN ENGAGING & EMPOWERING AGENDA

A powerful combination of proven methodologies, frameworks, experiential learning and hands-on application that ensure interest, engagement and energy are constantly high and rich with actionable realisations.

Each activity culminates in a debrief so that participants can link their learnings to their specific situations.

The sequence of modules is intentional. Each builds on the preceding one to create an experience that is memorable, insightful and personally empowering.

## MODULE 1 - LAYING THE FOUNDATION

- Setting personal expectations & desired results
- The Balloon Game – Hunting as one pack
- Team Activity – Current performance & what will change when my team is at peak performance

## MODULE 2 - BELBIN'S TEAM ROLES

- Background & characteristics of the Team roles
- Presentations - What each of the 9 team role bring to the team
- How to identify and leverage different team roles – in ourselves and others

## MODULE 3 - THE INDIVIDUAL PROFILES

- Understanding your individual profile – interpretation and analysis
- Individual traits – key strengths, allowable weaknesses, the dark side
- Team Game – Ensuring my best is always visible

## MODULE 4 - MAKING IT REAL

- Understanding my current team – Identifying strengths and weaknesses
- Team Activity – Ensuring team is at peak performance
- Team Integration Game

## THE ROAD AHEAD: SUSTAINING THE TRANSFORMATION

- Set a new direction – walk out with a simple action plan that resonates with you
- Planning regular review and progress monitoring schedule
- Success Ceremony: Affirmations and milestones

# TEAMS THAT TRAIN TOGETHER, ACHIEVE TOGETHER

**"No resource is more powerful in an organisation than a high performance team. What great individuals cannot accomplish on their own can be achieved by a high performance team."**

Phil Bryson

# FLEXIBLE DELIVERY FORMATS TO MEET YOUR NEEDS



## FACE-TO-FACE SESSIONS

- **1-2 DAY PROGRAMS** that enable teams to evolve best practises for sustainable high performance.
- **HALF-DAY WORKSHOP** ideal when time is at a premium.
- **EXPERIENTIAL KEYNOTE** inspiring teams to create a growth-oriented culture of trust and transparency.



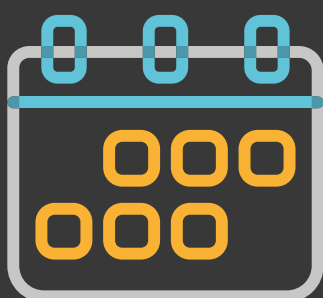
## "LIVE" VIRTUAL WORKSHOPS

- **LONGER IMPACT SERIES** comprising 60-180-min segments held on consecutive days, weekly or monthly. This extends the impact of the program, inspiring participants to act, creating a community spirit where challenges are supported and success is celebrated.
- **HALF-DAY VIRTUAL WORKSHOP** comprising three 60-min segments with a 10-min break between each segment

## WHY THE EXPERIENCE IS IMPACTFUL & ENGAGING

- **INTERACTIVE** SESSIONS LED BY A MASTER FACILITATOR.
- **VIRTUAL MODERATOR** ENSURES A SMOOTH, USER-FRIENDLY & LIFE-LIKE EXPERIENCE BY TAKING CARE OF SET-UP, TECHNICAL MATTERS & QUESTIONS ETC.
- **A PERSONALISED EXPERIENCE** (LIKE THAT OF IN-PERSON SESSIONS) WITH GAMES, ACTIVITIES SMALL GROUP DISCUSSIONS & PEER SHARING IN VIRTUAL BREAK-OUT ROOMS.
- **A SUPPORTIVE MASTERMIND GROUP IS NURTURED**, AS PARTICIPANTS FORGE BONDS THAT INSPIRE THEM TO COACH AND SUPPORT EACH OTHER THROUGHOUT THE LEARNING JOURNEY.

## HYBRID FORMATS TO CATER FOR SPLIT TEAMS



- **THIS COMBINATION (OF FACE-TO-FACE AND "LIVE" VIRTUAL WORKSHOPS)** is great for split or international teams, where some participants are physically present and some call in remotely.
- All participants take part in games, quizzes, activities, small group discussions and peer sharing sessions.
- A two camera set-up and dedicated online facilitator create an immersive and engaging experience.

# OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS TO ACHIEVE VISIBLE RESULTS



**1. SUPPORT TO SUSTAIN THE DESIRED TRANSFORMATION.** The best of programmes often fail to achieve sustainable results since the push and pull of daily life overwhelms participants. We help to sustain the transformation by providing long-term, continual support and reinforcement through:

- a. Pre-work and reflection before the workshop that help people plan their learning.
- b. Reflection Reminders sent to every participant 4-6 weeks after the workshop.
- c. Learning Journey Buddy arrangements
- d. Letters to self
- e. Follow-up one-to-one coaching, if required.

These inspire people to stay focused on achieving personal and organisational goals.



**2. EMPOWER INDIVIDUALS TO EMBRACE LEARNING.** Our solutions are based on the belief that all human beings are born creative, intuitive and intelligent. We help people to realise that true mastery lies in exploring viewpoints beyond their own, and the continual application of learning.



**3. ALIGNMENT OF PERSONAL AND ORGANISATIONAL GOALS.** People become invested in the success of a program when they understand it is about their personal and professional success.



**4. SHOWCASING VALUE.** People take action only when they fully appreciate the value of doing so. Our programs highlight and demonstrate the practical benefits of the topic.



**5. THEORIES INTO ACTION.** Powerful theories are only valuable when people are able to convert them into simple, repetitive & visible actions that help them achieve desired results.



**6. HIGH APPLICATION TO THEORY RATIO.** Experiential programs with a 30-70 knowledge-application ratio and a blend of training and coaching ensures participants gain:

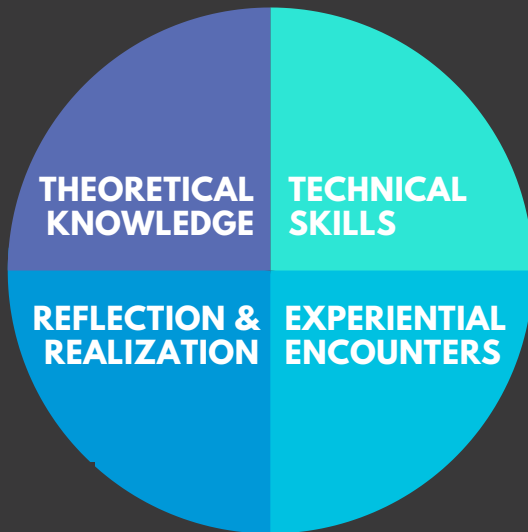
- a. **CLARITY** – In understanding and applying the key concepts
- b. **CONFIDENCE** – In implementing these concepts and ideas
- c. **COMMITMENT TO ACT** – Leaving with a clear, personally chosen action plan

This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

## POWERING REAL TEAMS FOR REAL PERFORMANCE

## OUR ACTION-BASED LEARNING METHODOLOGY

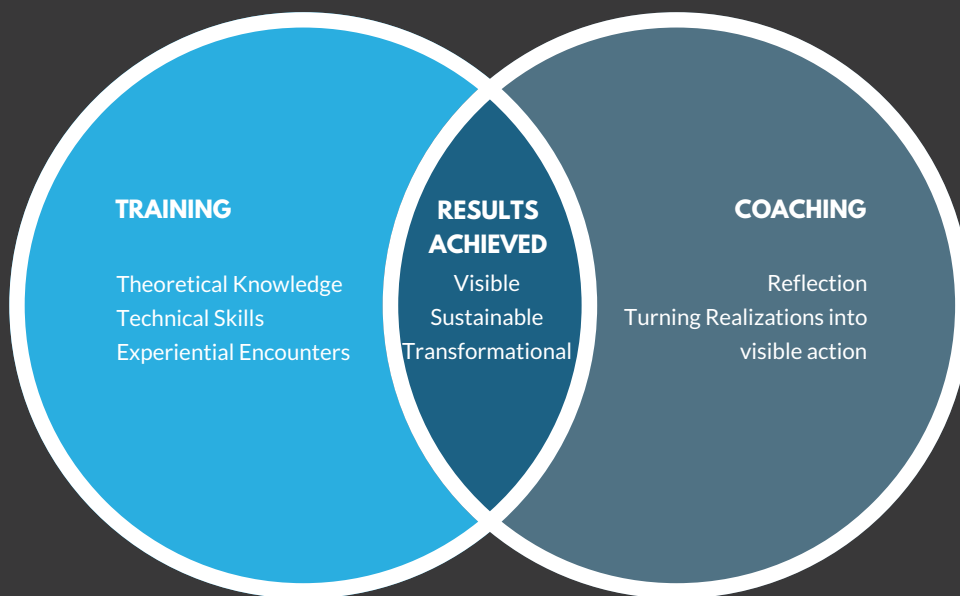
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

## BLENDED APPROACH OF TRAINING & COACHING



Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but also to identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.

## TRANSFORMATION THAT IMPACTS ORGANIZATIONS

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# INFLUENCE SOLUTIONS

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER

\*Future-ready \*Innovative \*Relevant \*Strategic \*Trusted

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