

FOSTER BONDING. BUILD CAMARADERIE. ENHANCE TEAM PERFORMANCE.

PULLING IN THE SAME DIRECTION

THE HIGH PERFORMING TEAM

by

INFLUENCE SOLUTIONS

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

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

A PROPRIETARY PRODUCTIVITY ENHANCEMENT INITIATIVE FOR REAL TEAMS

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.

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 change/re-organization;
- A problematic team, where conflicts are getting in the way of effectiveness;
- An international project team whose members only meet occasionally;
- A high-performing team which wants to achieve even greater success.

KEY RESULTS

Pulling in the Same Direction is an insightful and experiential program for real teams in real workplaces. Filled with team games, competitions and activities, this program builds team spirit, enhances camaraderie, and empowers people to be influential contributors and leaders. It lays the foundation of a high performing team by helping individuals to identify their key strengths, understand the strengths of the other team members and then leverage both to achieve organizational and individual goals most effectively. This programme can be run as a 2-day masterclass, a one or (minimum) half-day workshop.

WHAT PARTICIPANTS WILL LEARN

- Understand why people behave differently and how this can be harnessed to enhance team performance.
- Build team spirit and promote camaraderie.
- Clarify team goals and help team members link it to their personal goals.
- Tap strengths of diverse 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 solutions-focused and invigorating discussions.
- Promote a positive, feedback and growth-oriented culture that fosters 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

AGENDA

Pulling in the Same Direction programme is a holistic combination of proven methodologies and frameworks, experiential learning, team games, competitions and hands-on application. This mix keeps personal interest, engagement and energy high. Each experiential activity culminates in a debriefing so that the participants can apply the theory, immediately learn from the experience and link it to their personal or organisational situations.

The sequence of each module is intentional. Each experiential activity builds on the one before to create an experience that is memorable, insightful and personally impactful.

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 to and characteristics of Belbin's nine team roles
- Roles Presentations - What each role brings 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

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. No matter how powerful a theory, it delivers little value unless people are able to convert it into simple, repetitive and visible actions that help them achieve desired results.

6. HIGH APPLICATION TO THEORY RATIO. Our solutions are highly experiential, with a 30-70 knowledge-application ratio. We employ a blend of training and coaching to ensure every participant gains:

- 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

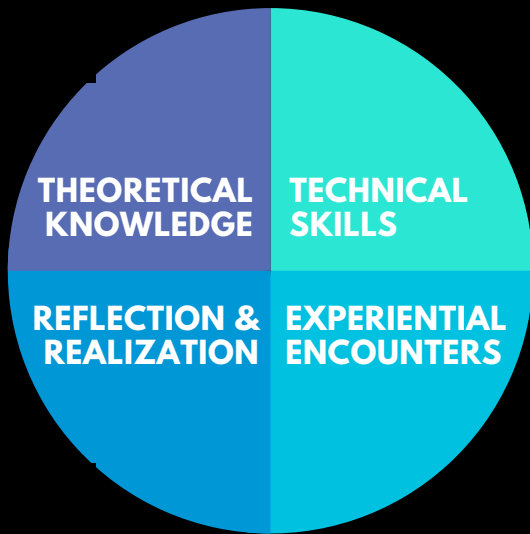
This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

7. FLEXIBLE FORMATS. To ensure optimal learning and the least work-disruptive experience, our programmes can be delivered in a variety of formats – from 2-day masterclasses, to one or half-day workshops, 60-minute keynotes, or a customised blend of face-to-face and online learning.

POWERING REAL TEAMS FOR REAL PERFORMANCE

OUR ACTION-BASED LEARNING METHODOLOGY

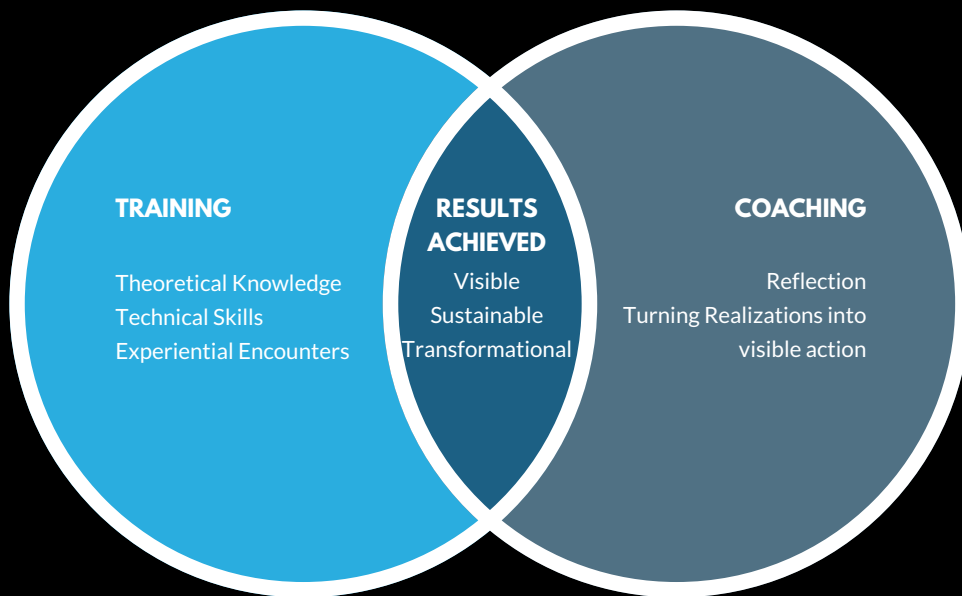
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



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

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