

Team Development

Ensuring High-Performing Teams

Are you satisfied with your teams':



- Levels of Engagement & Trust;
- Psychological safety
- Structure, roles & responsibilities;
- Ability to resolve conflict;
- Idea generation or innovation;
- Accountability
- Overall results?



If you answered no to any of the above questions, it is probably time to pause and ask yourself "What has contributed to what I see in my team right now?" and "What am I doing or not doing as a leader that is contributing to what I see in front of me?"

Research indicates that when it comes to team effectiveness, how a team works together matters far more than who is on the team (Google Aristotle Project 2012). Despite this, we often encounter teams who, although knowledgeable and technical experts in their field, struggle with collaborating effectively with one another, are fearful to speak up, deal with conflict, provide ideas openly and hold one another accountable. The outcome? Team presenteeism, fear, blame, distrust, low levels of engagement and a negative impact on results or on overall outcomes.

PeopleSmart has successfully developed and implemented a number of bespoke Team Development Interventions to support teams at all levels within an organisation. Whether this is your Exco, Management, Supervisor, Departmental, Contractor or Frontline Teams, we will partner with you to ensure a holistic, planned initiative to develop and transform your team for high performance.

1. Team Needs Analysis

2. Session with the Team to provide feedback on the Needs Analysis (online/ in-person or as part of the agreed intervention)

3. Initial Team Development Workshop Session (Time and process to be based on needs analysis and agreed way forward with you).

Contact us for more information:



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Intervention tailored to your business needs