



Results Through People

Building and Developing Teams

A Journey to High Performance

I think everyone is keen to drive the plan forward. It was definitely a worthwhile exercise and has helped to give the group focus into the future.

Legal Services, Property Group Client

You have done a terrific job pulling together the program. Our team will bear great benefits from the experience.

State Government Client

We used our understanding of ourselves and each other in our discussions and have definitely embraced the concepts and will continue to use them. Thank you very much for your contribution to getting this new team launched!

Federal Government Client

Each Team is Unique

Each team we work with is on its own unique journey from where it is now to where it wants to be. We help teams determine where they are starting from, we work them to identify what they are aiming for, and we support them in shaping how they get there.

We help teams build the foundations for being more than just a 'group' by working with their leaders and team members to develop:

- Commitment to team purpose and direction
- Shared goals, clear responsibilities, shared values
- Effective team processes
- A supportive team environment
- Each person's willingness to take responsibility to learn and continuously improve

Teams Working Together

We create shared experiences where leaders and team members can learn about, and from, one another, develop relationships and understand the individual contributions and dynamics so the whole becomes greater than the sum of the parts.



Customised Training

We design and facilitate our workshops to address specific client needs. A sample workshop outline, which can be customised for each client is provided overleaf.

We integrate experiential learning and 'fun' activities into team development events, selecting from a range of different simulations.



To find out more go to www.rtpeople.com.au



Achieving Team Performance

Workshop Topics:

- What's in a Team?
- Groups vs Teams
- Stages of Teams
- The Team Journey
- Creating Team Vision
- Developing Team Purpose
- Stakeholder Needs
- Roles and Priorities
- Team Dynamics
- Understanding Others
- Working Effectively Together
- Sustaining Results

Where are we Now?

We review the effectiveness of current teamworking (using team activities in workshops, interviews, climate surveys, Team Effectiveness audits and focus groups). We assess team leader and team effectiveness through 360° instruments to identify what is working well and opportunities for change and improvement.

Who are We?

How are groups different from Teams? What does being a team mean for how we work together?

We use accredited assessment instruments (TMS Team Management Profile, Strategic Team Development Profile) to help teams:

- Understand how they operate – both as individuals and as team members
- Recognise different approaches to work and how these can contribute to effective teamworking
- Value, and use, the different strengths within the team
- Understand what makes effective teams and identify any gaps in the team's approach to teamwork
- Enhance team members' skills in communicating and dealing with each other

Where are we Going?

Teams need to know what they are aiming for and how they contribute to the organisational vision. They must also understand what is **expected of them** and how key stakeholders will measure their success.



How will we get there?

Setting teams up for success requires spending time on clarifying team objectives, individual roles and responsibilities, and the behaviours expected of each other. Teams also need effective processes to support communication, decision making, managing conflict and 'linking' to operate successfully, both independently and together as a team.

Sustaining Team Performance

Our workshops are designed to ensure that team learning is transferred back to the workplace and reinforced by use of a variety of tools and follow up activities (including individual coaching where required).

Support and Review

We also encourage teams to build in time to review how well they are working together, to recognise and celebrate successes and identify opportunities for continuous team and individual improvement. We offer follow-up workshops and team surveys to keep the **focus on performance and results**.

