



Team Development Workshop

Aim:

The workshop aims to develop an understanding of team dynamics within the team. The purpose being to enable individuals to understand themselves and their colleagues better in order to promote business effectiveness.

Objectives: Utilising MBTI data, Values, and Disney techniques to:

- Have a greater conscious awareness of ones own communication patterns
- Understand the communication needs of others
- Develop behavioural flexibility
- Appreciate team diversity, strengths and needs
- Develop personal strategies and techniques for operating in a changing environment
- Develop core values which underpins team success
- Develop team objectives plan

Programme: Overview (flexible duration one or two days)

Welcome, introductions and developing the programme approach.

The MBTI Questionnaire

Group dynamics – the logical level approach communication and creating behaviour
Myers Briggs Type Indicator – utilising the MBTI to understand dynamics within the group

Types and MBTI tool

- Disclosure of types – group exercise
- Understanding the effects of type in a group

The Group Lens – team profile and dominance

- Type and change exercise
- Understanding how different quadrant groupings on the team lens prefer to respond to change

Group reflection

- MBTI standard team exercise, reflecting upon which areas the individuals / group does well and which areas they may not do so well

Individual Exercise

An exercise in which participants look at their own individual areas of strengths and share these with the group

Values Exercise

- Values elicitation
- Values exercises

Future's Team Strategy exercise,

- Future
- Process to achieve
- Realist /Critic
- Programme, elements and approach agreed