



# LEADERSHIP RESOURCES

Leadership and Team Development Specialists



## The Company

Leadership Resources – a progressive management development consultancy on a mission to help businesses achieve their goals

## The Solutions

- Leadership Development
- Team Development
- Customer Service Development
- Key Account Management

## The Results

- Motivated Teams
- Focussed Leaders
- Effective Operations
- Profitable Clients

## Teams With a Collective Edge

Team building and team working have become the trends of the last decade. The major focus in the workplace being effective teamwork through “self-directed” work groups.

Despite this people still harbour traits of selfishness, which leads to petty politics and backstabbing whilst concentrating on parochial issues rather than the “big picture”.

**Putting a number of people together and expecting them to work as a team is not enough.** Sending them on some kind of “activity day” can be pointless, threatening and embarrassing. However, to be effective they really do need to understand themselves and each other in some depth. They must have a good insight into each other’s natural team roles, strengths and “allowable” weaknesses. Then they can concentrate on **“doing what they are best at, rather than just doing their best”**. Motivation and results will improve.

Team members need to be able to respect each other’s views through open communication and good listening. A development of trust and interdependence is vital. A sense of pride together with an abundance of commitment and support is crucial. Add on good leadership, purpose and direction and teams will have more chance of achieving success.

Before we undertake any team development programme we research the background, culture and organisational expectations and goals, as well as meet the individuals who make up the “team” or teams. Only then we can devise a programme that will have measurable benefit.

### Typical programme content may include:

- Forming a team “contract”
- Value of teamwork
- Understanding personalities in the team
- Team roles analysis
- Stages of team development
- Examples of high performing teams
- Team leadership styles
- How to work as a team – the process
- Examining the team structure
- Team tasks with process review and feedback
- The trouble with teamwork
- Dealing with team issues

***“Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has.” (Margaret Mead)***