

## **Team Building and Working Using Strength Deployment Inventory**

An individual can work effectively on their own, but for them to truly realise their potential it is better to work in a team environment. A team can produce more, make better decisions, improve communication and relationships, handle problems and generally create a better more social working environment. However teams create a management overhead and cause 'cultural problems.' We need to ensure that individuals have the right skills to enable the team to be truly effective.

This workshop looks at team working skills and the principles involved. It will demonstrate good communication practice and how to resolve difficulties in a team situation. It will develop the skills of the individual so that the group becomes a better performing team. The way we relate to each other, dictates the degree of success a team can achieve. Improving the quality of these relationships is where Strength Deployment Inventory (SDI) has immediate and long lasting impact. The SDI profile forms a core fundamental of this workshop.

### **The areas the workshop will focus upon are**

- Morale and motivation
- Understanding of where they fit in the team
- Integration of the whole team
- Communication and working together
- Personal strengths

The event needs to build a sound platform for individuals to build upon in their teams. It needs to do so with high impact and in a short timescale. The course will provide this with practical exercises and participation. Before the course they will complete a personal motivation questionnaire to identify what it is that motivates them and how that impacts on the way they work with others. During the course participants will complete the Strength Deployment Inventory to identify their personal strengths and characteristics. This will identify how they work with others and what happens to their behaviour when things become more difficult.

The **Strength Deployment Inventory** is a learning resource that has been proved to be effective in building strong relationships worldwide for more than 25 years. It enables everyone to understand the reason why people do things rather than just observe and react to what is done.

SDI identifies for individuals their personal strengths and motivations and how these relate to those of their colleagues – whether things are going well or badly. It demonstrates how to use these strengths effectively to improve

working or personal relationships with others. SDI is an inventory, which provides invaluable information on what motivates a person under two conditions; when everything is going well and when you are faced with conflict or opposition.

This is vital information because it means we can understand why certain people have the impact on us they do and how we may be impacting on them! Furthermore, we learn how to recognise the real issues in relationships and how to tailor our language accordingly to communicate in more flexible and effective ways.

Recognising and dealing with inter-personal conflict is a crucial element in all relationships but especially within teams. The SDI provides insights into how to recognise the first signs of conflict in others and shows how to respond appropriately to resolve the dispute before it gets out of hand or unwittingly causes further antagonism. Participants learn to recognise the different strengths others can bring to the job as well as how they can help each other. They learn to appreciate key issues of concern that people with other styles bring to task assignments.

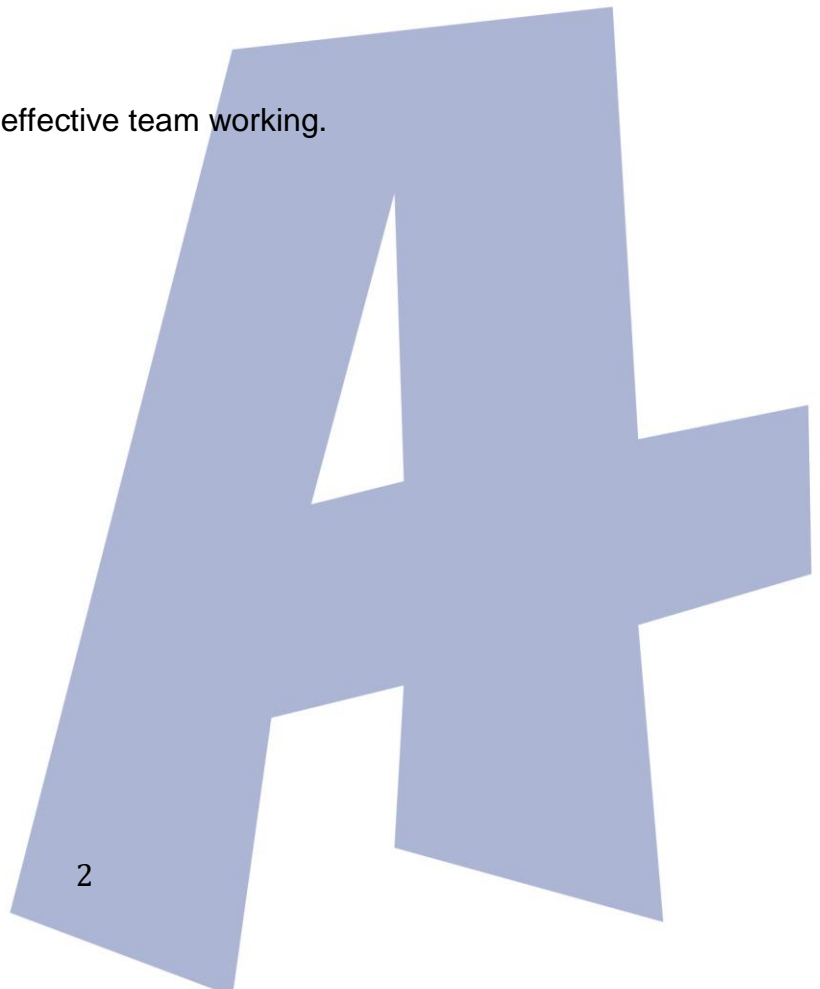
### **Who will the course benefit?**

Anyone who has to work in a team environment and wants to learn how to be more effective.

### **Course Objectives**

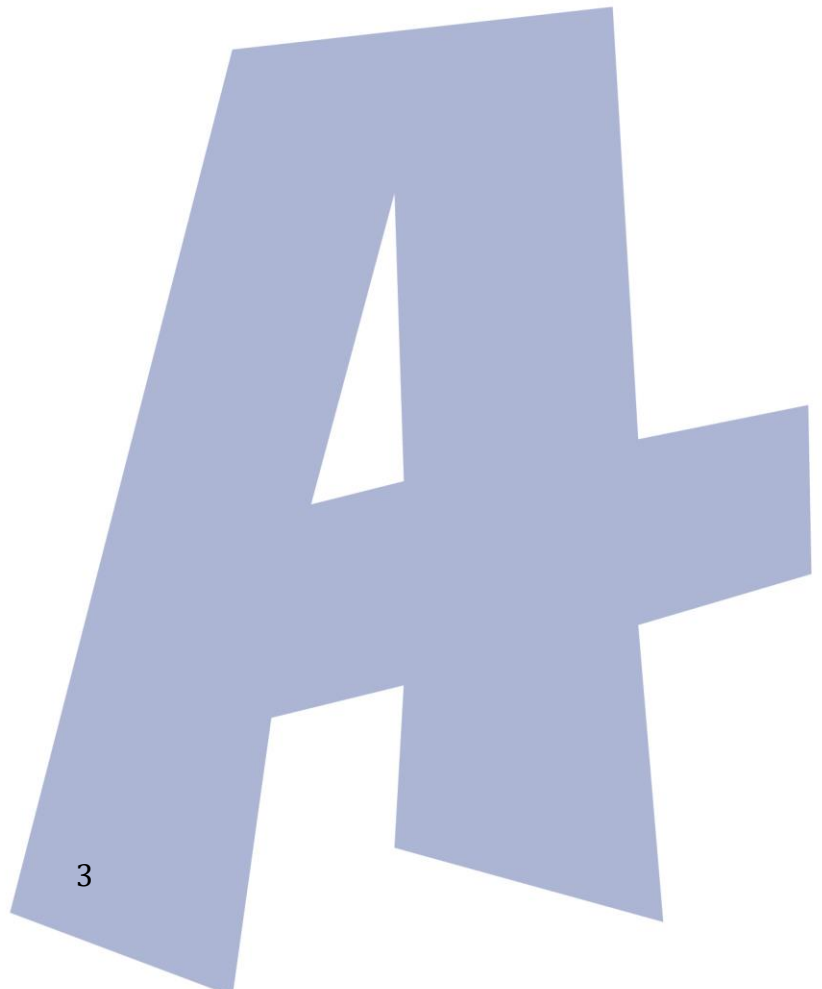
To provide the skills necessary for effective team working.

**Course Duration:** 1 day



**This course will enable delegates to:**

- Identify their characteristics within the team environment.
- Improve their communication
- Identify how to work with others
- Identify a strategy for providing feedback
- Personal motivation and morale
- How to deal with conflict in ourselves and others
- Establish how they can contribute to the team
- Identify the requirements of good communication.
- Personal motivation and morale
- Improving team performance
- How to ensure cohesive working



## Course Content

### Team Building

- Group processes
- Team working
- Stages of team development
- Processes to promote team development
- Team practical on the good and bad points, strengths and weaknesses of team working.
- Understanding personal motivation
- Recognising motivational needs in others

### Team Practical

Team practical on the way the team works and the way it should focus for the future.

- Rich picture exercise past present and future
- During this exercise the group consider 'what does it feel like to work here?' and work in groups to establish the contributing factors to the culture within their organisation
- What's the vision? Linking the culture to the current vision of their organisation and understanding where the gaps are.
- What are the barriers and constraints
- Identify their strategy

### Strength Deployment Inventory

- Concept of SDI
- Self-assessment
- Exploring each of the profiles and understanding key drivers
- Identify their personal strengths
- Relating to others under two conditions: calm and conflict
- Taking stock of motivational values
- Understanding an individual's strengths
- Improve relationships with others.
- Bring the output back to the group and discuss
- SDI discussion around the different dynamics in their teams and how their style may be perceived/improved
- The dynamic of relationships
- How we handle conflict and modes of conflict
- How can I increase my value to the team and organisation?
- How can I adapt my behaviour?

### **Practical Exercise**

- Group exercise implementing principles SDI and behaviour
- The group is split in 2 and have to work together as a whole to get the best result but they have to work through the exercise to ensure that this is established

### **Team Challenge**

- Team practical which focuses on the key issues in a fun, practical and exciting manner.

### **Team Development Plan**

- Identify development actions and plans for the future for the team

### **Alternative Course Modules**

#### **Team Building**

- Functions within the team
- Group processes
- Team working
- Individual profile of the teams characteristics
- Analysis of group

#### **Communication**

- Team practical on communication, how to ensure you understand others, receiving the messages sent
- Handling difficult communications
- Team and Inter-group Communication
- Creating winning situations for the team

#### **Providing Feedback**

- Team practical on creating winning situations, building trust and understanding
- Positive and negative areas
- Working together
- Constructive feedback

### **Team Development Plan**

- Team practical, final exercise which consolidates the events messages
- Identify development actions and plans for the future

