

Team Behaviour, Communication and Performance Using Belbin

People are more engaged and productive when they play to their key strengths. Belbin empowers individuals to fulfil their potential at work; and helps organisations to bring together the right people to form high performing teams. Many years of research into team behaviour and performance identified nine different types of behaviours; we call these the nine Team Roles. Individuals can take on more than one Team Role within the team.

The most successful teams have each of the Team Roles present. Using Belbin will help individuals to fulfil their potential by identifying their key strengths, and enable the right people to be brought together to form high-performing teams.

During this workshop we will use Team Roles to help you build a high-performing team. This will maximise your working relationships, and to enable people to learn about themselves. As a team it will develop your opportunities to engage and develop the talent that is already around you. The workshop will discover the behavioural strengths and weaknesses of the individuals that you work with and those of yourself.

The workshop will enable the team to identify their own template for their behaviour and actions that they need to implement in the workplace. This will enable the team to work in a professional, cohesive and flexible manner and ensure that they work respectfully. This will enable them to have a positive effect on each other and the customer. This in turn will improve longer term morale, motivation and team harmony.

This workshop will enable you to:

- Understand the strengths and weaknesses of yourself and the team
- Identify where the team can improve its behaviour and performance
- Identify the strengths and characteristics and how to build upon them
- Implementing how they contribute to the team
- Improve team performance
- Identify how the personally contribute to the team, in terms of behaviour and team role
- Bring about business improvements
- Understand how to enhance individual performance
- Create actions for the team to implement back in the work place
- Improve their communication and how to work with others

Workshop Agenda

- Discussion on objectives of workshop
- Discussion on group processes
- Team working
- Team development
- Team roles
- Processes to promote team development
- Team identify its characteristics and strengths in a practical exercise

Team Practical

- Strengths and weaknesses of team working.
- Identify the way the team works and the way it should focus for the future.
- What are the barriers and constraints
- Team behaviour and communication

