

# Our approach to team building

**We identify shared needs which relate to team working and therefore might be addressed through team building. We will also advise on those that do not; organisations can waste time and money on trying to address issues through team development that are not primarily about team working.**

At its broadest, team building is an organisational development intervention for finding and eliminating barriers to a work group's ability to work together effectively. As OD specialists team building and team development are core competencies. The purpose of team building is usually to build trust and encourage working together across services, functions and settings.

Team building must also lead to improved leadership and management to support achievement of vision and objectives. In our experience team building can achieve the following benefits:

- Improved management of complexity - a greater breadth of resources helps manage complex situations
- Rapid response
- High motivation - teams that meet individual needs, group encourages achievement
- High quality decisions - more inputs, greater commitment to implement
- Collective strength - greater influence on organisation together

These can form evaluation criteria for team building events.

A number of 'off the shelf' team building packages are available from companies specialising in, for example, outdoor adventure activities. We have partner organisations we can commission from (at cost) to achieve 'best fit' with client specifications. However, we strongly recommend that custom designed events as most effective.

Our approach is rooted in organisational core competencies/behaviours, and structured around the well-established building blocks of effective teamwork to provide an underpinning framework (for example clear objectives and agreed goals, openness, support and trust, co-operation and handling conflict, sound procedures, appropriate leadership, individual development, sound inter-group relations and good communications). We take account of any individual requirements that may impact on the design, such as disability or cultural expectations or requirements. We produce a coherent and integrated design for your event in consultation with you, drawing on a range of tried and tested team building exercises we have used with clients.

"An excellent session - very positive and informative. It was good to have the opportunity to discuss concerns in an open and honest way"

"This has been a very good session to hear everyone's point of view"

"Absolutely useful for the whole team - from an 'I' perspective."

**Recent comments from participants**

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**For further information please contact:**

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