

Team Review

The performance of key teams is crucial, but...

How do you assess a team?

Each team is unique and it is vital to understand their current situation before planning any developmental activities. We use a range of approaches, including asking questions such as:

- Are your goals and objectives agreed and understood?
- Does every member understand their role and how well they are doing?
- How effective is your planning and decision making?
- Do you understand the personal style of team members and how they impact on the team?
- How effective is communication within the team?
- How well do you lead and implement change as a team?
- How effectively do you deal with conflict in the team?
- Are you developing the team for the future?

What does a Team Review offer?

A 'team review' offers a well tested and tailored approach to reviewing and developing the performance of a team. It is based on a thorough analysis of the type and needs of each team and developing an approach that meets their needs - and gives:

- A confidential approach to working with a team
- Proven assessment tools
- Individual and team support
- Flexibility in times and delivery options

Stages in a Team Review

1. **Discussion with the team to agree requirements and approach**



2. **Conduct assessment with individuals/team**



3. **Work with the team on development actions**



4. **Review with the team the impact and learning from the Review**

What might a Review include?

- Individual interviews
- Structured questionnaires
- Psychometric assessment
- Facilitated team sessions
- Individual coaching