

How do we create a highly motivated team so that all verticals work with each other with understanding & empathy

The Client – India Research Centre of a leading global University.

Target Audience – Research Associates, Administration Team, Sales Team

Brief

The core team of this organisation was a group of highly competent individuals, experts in their areas of work. Senior leaders believed that to move to the next level, there was opportunity to create a more collaborative environment where team members trust and respect each other and understand each other's style of working. Our client was looking at us for an intervention which fosters communication & openness among the team members. This was third year in a row that our client reached out to us for raising the bar of performance given the new organizational changes.

The Need

Participants must have a higher awareness of their strengths and development opportunities & respect each other's varying styles of work to achieve results through collaboration and support.

- To understand ones personal behavioral style and that of others
- To know various behavior preferences that others have
- Develop understanding of self and appreciate the differences in others
- Develop behaviors that facilitate working with each other
- Develop ability to communicate across different preference styles

What We Did:

Always – Client First

- Personal interview with leaders to understand what's working well and desired changes
- Understanding roles & responsibilities of each individual and opportunities to work with other teams
- Assess gaps, drop points, conflict situations

The Intervention

Used MBTI instrument to bring about a deeper understanding of self and appreciating the differences in others.

Key program elements

- Elements of a high performance team
- Introduction to MBTI
- Know Yourself - profile type interpretation, personal working style
- Understand other profiles and styles
- Stakeholder mapping, behaviours & attitudes
- Individual Action Plan formulation

The Game Changers

- Interactive, activity based facilitation to understand profile types
- Videos, Games & situational role plays

The Results

- Client was very satisfied that objectives of program had been met with as expected outcomes of change in behavior and attitude were observed post the program.
- There was a higher degree of connect across teams and hierarchies
- Over the years they have been able to see a discerning value addition of our programs and the results in the working environment. It has helped people raise their own bar of performance and thus creating a more motivated and productive team.