

The T.E.A.M. Programme

Transforming Emotions and Mindset



Teams are the platform upon which any business is built. And yet, so little attention is paid by companies on the composition of their teams... how the individuals work together to ensure that the sum is greater than the parts. In fact, so little is understood about the actual dynamics of teams.

New discoveries in neuroscience are showing that we are in desperate need of adapting our thinking on relationships. Our natural instincts are to cooperate...to work as a team. That was the whole basis upon which humanity suddenly started to thrive centuries ago, as we turned our backs on the isolated existence of the hunter on the plains to the community existence cooperative agriculture. This revolution was what enabled us to survive and grow. So we are naturally predisposed to live and work in communities and form teams..

Team Structure: Work Revolution bring their understanding of the brain and how we think, to break down into simple relationships how particular teams within client companies work. On the face of it a team that gets on well, with little argument or upset, is a great team. However, if all the individuals think the same way, where's the challenge, where's the creativity? We need to look closer at the nature of the team and what we want out of it.

A sales team is not a team in the truest sense of the word; it is indeed a benefit if they all think similarly; they are all doing the same job, just in different locations. But take a Project Team; the individuals are making different contributions and should definitely be thinking differently. The ultimate team is one that is made up of different "thinkers", who can challenge each other but all of whom understand that thinking differently means **challenging** and not arguing.

Co-operation vs. Competition

So what prevents somebody from being a real team player and enjoying their work: FEAR! The workplace is based on competition, not cooperation. A team can only work in an atmosphere of cooperation: the greater the cooperation, the more effective the team. The need to look good in front of others dramatically alters our behaviour, primarily in that we put up an impenetrable shield around ourselves, determined that nobody will spot our weaknesses. We hide our mistakes, even lying to cover them up. We're not being honest with others, but more importantly we're not being honest with ourselves. The emotional and energetic cost of this fabrication is enormous and extremely wasteful.

Understanding Ourselves and Others

The Self Awareness gained from understanding The Happiness Hierarchy © and The Mind Matrix © will automatically improve relationships within a team. It will become obvious that different people have different Maps of the World and that a sense of tolerance and open-mindedness are required in maintaining relationships of all sorts, but particularly within teams.

Authentic Communication

The real solution to effective teamwork is to create a team culture of authentic and open communication where hiding our weaknesses is no longer necessary, where we can openly put our hands up and ask for help. This sort of atmosphere not only takes away the fear, but brings the team together to support each other. A non-judgemental and cooperative

environment means that we can openly admit our mistakes and weaknesses and expect help instead of condemnation. The team leader needs to make a contract with his team, that open communication is imperative and that they can say anything they wish to him without fear of reprisals.

Profiling

With the use of Brain Dominance Profiling, Work Revolution can enable each individual within the team to not only understand their own thinking style, but also how their colleagues think differently to them. This understanding adds huge power to the effectiveness of any team. Moreover, the Brain Dominance Profiling is invaluable as a recruitment resource; imagine the damage to an Admin Team that the arrival of a "blue sky thinker" would bring. Or would it? What if the role was explained in terms of challenging the accepted way of doing things to improve efficiency?

Delivery

Step 1: The T.E.A.M. Programme starts with a half day seminar on The Happiness Hierarchy © and The Mind Matrix ©. This builds the essential platform of Self Awareness and Self Esteem. How can we be an effective team unless we understand ourselves? A second half day seminar follows on outlining the results of the Brain Dominance Profiling and how to create authentic communication.

Step 2 The team leader will be coached in Authentic Leadership so that he/she can maintain the team culture of Authentic Communication.

*For further information,
please ring for a chat on*

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