

## Why

Because it is enormously ineffective when a group of people do not work as a team. Time, money, motivation and energy is lost when goals are not clear, when meetings and collaboration is not structured or when interaction between team members is emotionally charged and inadequate. We see teambuilding as a tool to getting a team into its basic shape. Once this has been achieved, we recommend team coaching to develop the team and cultivate optimal performance. Team coaching aims at learning and developing together in the field while improving performance. But, to be able to do that there has to be a certain basis of core dimensions of teamwork, namely: direction (mission and goals), structure (roles and procedures) and interaction (relationships). It is the aim of teambuilding to create this foundation.



## How

All teambuilding sessions are tailor-made. The first step is always to hold discussions with the team leader and team members to gain insight into what is going on. Based on the analysis stemming from these talks we, in collaboration with our client, define a program, often with a focus on one of the three dimensions of effective teams. Below is an example of a teambuilding session.

## What

	Day 1	Day 2
Morning	<p>Introduction: first connection exercise which involves conducting short, intensive discussions one-on-one in a kind of speed dating format. Presentation of the results from the discussions linked with input on how teams develop according to the 3 elements (goals, structure, interaction).</p>	<p>Based on the previous afternoon's exercise one of the activities is examined in greater detail or other activities needing attention are adopted: Role negotiations. Practical outdoor exercises + reflection. A representation of team dynamics in the physical space. Self-assessment Belbin roles + discussion about what that means for the team. Feedback session. Explaining and practicing inclusive decision-making through the use of deep democracy.</p>
Afternoon	<p>Based on the analysis one of the following options is adopted: Role negotiations. Practical outdoor exercises + reflection. A representation of team dynamics in the physical space. Self-assessment Belbin roles + discussion about what that means for the team. Feedback session. Explaining and practicing inclusive decision-making through the use of deep democracy.</p>	<p>Concluding part of the morning's activities. Make a team action plan.</p>
Late evening	<p>Monk circle: an intensive way to connect by getting to know each other better.</p>	