



TEAM DEVELOPMENT

PROCESS

After the first contact it is essential to clarify goals and outcomes as well as running a thorough diagnostics. Often I will interview all or a selected group of team members to get a solid impression about relevant topics. The workshop design is often done in co-creation with the client and can be viewed as the starting idea. However, to effectively use the time during the workshop, the design will have to be adapted to topics that might show up. A debrief and potential follow up activities close an ideal team development process.

WORK EXAMPLES

For confidentiality reasons no company names will be displayed:

- Teambuilding with 16 members of an event service focusing on topics such as trust and conflict (2016)
- Teambuildings with German board on strategy and vision; in addition the focus was on personal leadership styles and behavioral impact on team collaboration (2015, 2016)
- Teambuildings with various private TV stations; topics were innovation, strategy and communication patterns (2014, 2015, 2016)
- Teambuildings with HR team of pharma company regarding topics such as culture change and leadership; also various department facilitation to debrief the result of an employee survey (2014-2015)
- Teambuilding with the enlarged German board to focus on issues such as role clarification and accountability (2014)
- Teambuilding with a research and development team to integrate new international team members and clarify roles and responsibilities (2013)
- Team and department sessions with a UN unit in Sudan to work on leveraging synergies more efficiently (2013)
- Teamleader meeting with 12 team leaders of a public agency to align around an organizational restructuring process and reflect personal leadership styles, responsibilities and tasks (2013)
- Team and department workshops for different business units within a media firm; group size varied between 9-30 people; themes included leadership, change, interface management and conflict resolution (2011, 2012, 2013, 2014)
- Teambuilding with a leadership team in Ruanda to support them with topics on vision, collaboration and networking with public counterparts (2010)