

# Symphony

leadership and teamwork development

## ***Believe You Can Win:*** **Team Development Programme**



**A unique 2 day team development experience which results in measurable behavioural change and improvement. Combining a rigorous online team 360 designed by the London Business School, with onsite workshop to identify your team's strengths and potential areas for improvement. Concluding with an exciting facilitated sailing day, designed to reinforce high performance team behaviour.**

### **Pre Event**

#### **On-Line Team Effectiveness 360**

Prior to our intervention each member of the team completes an online 360 questionnaire, designed by the London Business School. Its aim is to assess the effectiveness of the group and compare it with 50 previous team respondents.

### **Day 1 Onsite Workshop**

#### **Team 360 Review**

The team reviews the results of the online 360 questionnaire with facilitator David Melville. Significantly the team is then able to compare their own scores with that of 50 other leading teams in business (all of whom have conducted the same questionnaire). The team examine effectiveness in the following competencies:

- Structure
- Information Flow

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- Creativity
- Cognitive Conflict
- Affective Conflict
- Interpersonal Support / Cohesion
- Overall Team Effectiveness

## Team Behavioural Review

A simple model of successful team behaviour is examined and the group assess their own success against this. The aim is to clearly understand team strengths and make commitments for improvement in key competencies.

Finally individual team members make specific behavioural commitments to change.



## Day 2 Sailing Challenge

The team travels to Gosport and boards a 68 ft Ocean Racing Yacht with professional skipper, crew and facilitator. The team re-focuses on the areas of behavioural improvement and commitment to change identified at the on-site workshop.

The team is given a thorough safety brief and overview of the yachts operation. They are then taken out on the water and shown how to sail the boat. In the second half of the day the team is set a demanding challenge, designed to reinforce the lessons of the workshop behavioural review. A typical exercise might be to navigate around a set course, while maintaining control of the boat. Great fun, demanding and thought provoking – issues of leadership, teamwork and communication rapidly emerge!

## Talk through your team development issues

All team development programs begin with a conversation. Why not have an open ended telephone discussion with David Melville now: + 44 (0)7967 622852

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