

TEAM BUILDING

*"Coming together is a beginning. Keeping together is progress.
Working together is success."
~ Henry Ford ~*

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Never before has the speed of change been experienced as such a rapidly accelerating force. Organisations can be at a peak one day and in a state of decline the next if they do not recognize current change and anticipate environmental turbulence that can determine their survival. Successful organisations are able to manage this challenge by actively building resilience within their individuals and teams - giving them the ability to pro-actively work towards organizational goals and maximize the collective energy by working together effectively. Within this context, team building is no longer a "nice to have", but an organizational necessity in dealing effectively with their unique challenges. Working effectively as teams not only builds resilience, but facilitates knowledge transfer and individual growth.

WHAT CAN BIOS S OFFER?

Core to the Bioss consulting approach is the Matrix of Working Relationships (MWR) - one of the most comprehensive and useful models of organisational behaviour and dynamics currently available. This model provides in-depth understanding of the types of responsibilities and challenges experienced at the various Themes of Work represented within any organisation. Using this understanding, Human Resources practitioners and Managers can be enabled to manage change and build resilience relevant to the specific challenges of each Theme of Work. The Bioss perspective of Team Building therefore focuses on assisting teams and individuals to align their collective energy and drive through authentic conversations and a general understanding of each team member's contribution, enabling the team to return to (or create) a condition where teams experience flow, resulting in increased performance, health and overall organisational wellness. The overall approach is appreciative, collaborative and consultative with the aim of empowering teams to overcome their own challenges and make the implicit wisdom, explicit.

A generic team building framework will involve various steps that can be customized to the customer need:

Step 1: Data Gathering – utilising existing survey data, or conducting interviews with each team member to form a thorough understanding of current challenges, context and deliverables.

Step 2: Data Analysis – forming a clear understanding of the trends evident in the data and developing a framework of understanding the current realities.

Step 3: Intervention design – based on the culture of the organisation, the outcomes required, and the data gathered, we will advise the organization in terms of what type of intervention approach might be the most appropriate.

Step 4: Team Building – Bioss SA will conduct the actual team building through skilled facilitators utilizing an experiential and appreciative approach to generate conversation and learning.

Step 5: Follow up

Bioss SA will follow up and assist the team as required. This may include measurement to establish progress through relevant surveys or interviews.

ADVANTAGES INCLUDE:

- Flexibility in approach to suit your needs
- Experienced facilitators utilizing best practice methodologies to maximize team interaction and performance