

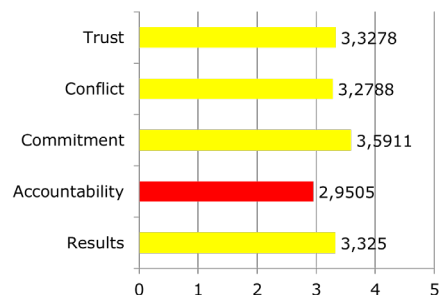
Example team development activity.

Development of teams is an area that is addressed in many different ways. Either way, the cooperation of a team is like a muscle. If it isn't exercised, it loses strength. As with our other development activities, we are linking the activity to the company values and desired behaviour.

Below you'll find an example of a series of activities we ran for a company, that just have been through a merger.

It was put together as outlined below:

- Clarification meeting with the management team (Face-to-face):
 - Expectations and success criteria
 - Framework
 - History and activities to date
 - Insight into the challenges you face
- Run through the process with the leaders involved (1-1½ hours session):
 - Go through the process including purpose and content
 - Short introduction to the models used
- Launch test of the teams
 - Test of the Team – based upon the five dysfunctions in a team (Patrick Lencioni)



- Team-day
 - The purpose of the day is to-sided:
 - Through exercises let the team recognize and reflect on the areas that need to be improved in order for them to work better together as a team (areas identified from the team test).
 - Agree upon what to focus on and develop going forward, including actions and milestones (development plan for the team)



- Intermediate period – 12 weeks:
 - Monthly:
 - Follow-up team development plan
 - Monthly measure on the principles from "Five dysfunctions in a team"
 - "Rotation" of visual effects from the team day combined with identified learnings.



- Launch of teamtest
 - Test of the team– based upon the five dysfunctions in a team (Patrick Lencioni)
- Feedback session (½ day)
 - Review of development
 - Overall feedback (success criteria met)
 - Clarification of way forward