

## Teamergy

The dynamics of teams fascinate us and provide one of the biggest opportunities for individual development and better business performance. In today's changing business climate the ability to lead and work within diverse and changing teams both within and outside the organisation is an absolute must, and this will become more important as company structures become more fluid.

There is a magic that can be created in teams where they become far more than the sum of their parts, where there is a group dynamic that allows each individual to be 'leaderful', and where the group creates a vibrant energy that finds new, innovative solutions to the business issues on the table.

In all our programmes, we work closely with the business but with teams this is even more crucial. We need to get underneath the skin of the dynamics of the team and what is creating the team's current reality to find the key that unlocks its potential, the key to catapult it to new levels of trust, engagement, energy and performance.

In general, we find that there are several areas of focus to unlock this potential.

- ❖ **Understanding and unleashing the purpose and potential of the team:** what is its role? What is it here for? What's the biggest potential it can deliver?
- ❖ **Understanding and valuing each member of the team:** really valuing and appreciating each member of the team for who they are so that every member contributes fully. We love to use Insights as a profiling tool and to run a team assessment to really understand the value and input of each member.
- ❖ **Moving from an individual to a collective perspective:** a sense of 'we' not 'I' where the needs of the team override individual concerns and department/area agendas.
- ❖ **Holding this group perspective to create positive communication:** exploring not interrogating, assuming a positive intention, seeing bigger potential and creating consensus
- ❖ **Team communication:** coaching and communication skills to help create communication that is open, expansive and enables each individual to be recognised and heard for their contribution.

Contact us today to discuss how to create dream teams in your organization:

Email: [info@genenergy.uk.com](mailto:info@genenergy.uk.com)

Phone: 0845 259 2193