

boost your team's performance

By ensuring teams work together effectively, organisations of all sizes can directly influence performance and efficiency.

Teams don't just become effective. Research has shown teams develop over time, for example through the four stages identified by Tuckman: forming, storming, norming and performing.

boost consultancy delivers bespoke packages of team development to help organisations build, lead and develop their teams; helping them move to the performing stage quickly and efficiently.

We recently delivered a bespoke package of team development for a newly-developed team working in a care setting. "As a new manager this programme has been so useful in giving me the tools to understand how I can develop my team. There's been a noticeable change in how the team works together and it has improved every aspect of our delivery. I'd thoroughly recommend this to other managers and team leaders!" says Davina Fuller, team leader.

Davina's team building package included six sessions designed to encourage the team to reflect on their working practices and to provide them with tools to make decisions, communicate effectively and understand each other's perspectives. The programme included a Belbin assessment and 1:1 coaching for Davina.

boost packages use a variety of theory, practical tools and team building activities, to motivate teams to become more effective and provide team leaders with the tools to continuously develop their team.

Two of boost's consultants are accredited to assess and develop teams using Belbin. The Belbin tool assesses individuals' roles within a team and looks at how they are perceived by their colleagues. Emma Hotston, boost manager says "Belbin can be invaluable in encouraging individuals and teams to reflect on how they interact with each other and also for helping team leaders to maximise performance by making sure the right people are allocated to the right tasks".

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Bruce Tuckman model (1965)

- Forming: trust not yet developed, boundaries tested
- Storming: resistance to team influence, conflicts and polarisation can occur
- Norming: roles defined, cohesiveness developed
- Performing: team energy is channelled into the task, team is collaborative