

# boostconsultancy

boosting you, your people and your organisation

## Developing teams across the UK

### boost consultants bring Belbin to a team near you

boost has been busy developing teams in Sussex over the past few months, with the aid of Belbin psychometric testing. boost consultants, Emma & Hayley are accredited Belbin trainers & have been putting their skills into practice with local organisations.

boost manager Emma Hotston says "Belbin is a fascinating tool for team leaders, managers and individuals within a team. It allows people to learn more about their own and other people's strengths and to appreciate diversity in a team. It helps managers to identify what tasks are best suited to different people."

The Belbin tool uses 360 degree observation to identify which of the nine team roles are most dominant for each individual in the team. This provides invaluable insight into the characteristics of the team and team members.

Belbin has many uses, including addressing conflict within teams, helping new teams get to know each other and

helping managers understand how their team can work more effectively. Belbin is also a useful tool for supporting the recruitment process. It can be used to find out more about the candidate, identify how they might fit in the existing team and provide insight into their suitability.

boost client Tim Wall says: "Our team development session with boost was excellent. They used Belbin as tool for helping my team to work together more effectively. It was explained clearly so wasn't too complicated for my team.

"It was delivered in a way that put people at ease and stimulated thought."

boost offers a range of team development training using a variety of team building activities and tools. The sessions are tailored to meet the needs of clients and range from two-hour sessions to full-day workshops. We also offer Belbin as a tool for organisations undertaking recruitment. To find out more, please call the boost office on 01903 228092.

### What is Belbin?

Dr Meredith Belbin and his team conducted a nine-year study into the characteristics of successful teams. They studied the behaviour of managers from all over the world using psychometric testing and complex management exercises to assess participants' personality traits, intellectual styles and behaviours.

They discovered there were nine sets of behaviours, which Dr Belbin called team roles. They discovered the most successful teams were those that included all nine of the team roles, and that each team role had its own sets of strengths and weaknesses.

Understanding these team roles within a team can therefore be invaluable in contributing to the overall success of the team.



## GAVS gets a boost

boost is pleased to announce we are again working in Greenwich, supporting the local Council for Voluntary Service (GAVS) until mid-March.

The new contract includes developing the GAVS Board, providing essential services for the local sector, achieving funders' milestones, recruitment & fundraising.

**"We are thrilled to be working back with the GAVS board"**

"We are very pleased to be working back in Greenwich, with GAVS," explains Consultant Hayley Cottrell.

"Having worked with the GAVS initial subscribers on the original business plan,

boost is really excited to be working with the board in taking the organisation forward in 2009 and we are looking forward to the challenging and exciting months ahead," she adds.

GAVS is not the first organisation boost has supported in this way. The range of organisations we have worked with include ChangeUp Greenwich, asphaleia care, Greenwich Theatre and many more, providing a range of support including facilitation, conferences, away days, fundraising and team development sessions.

For more information about the support boost could offer your organisation, please get in touch on 01903 228092.

### NEWS IN BRIEF

This month, we're working on:

- Two research projects
- One project evaluation
- Newsletter copy writing and design for several clients
- Fundraising for three clients
- New LSC & LDA tendering rounds
- Website editing
- Project management
- New project implementation plans
- Business development

More boost news @ [www.a-boost.co.uk](http://www.a-boost.co.uk)

# PHEW - the boost team gets another qualification

This week I hope to hand in the final piece of work for my MSc in People and Organisational Development. It has been two years of really hard work but amazing learning.

Two years ago I looked for a programme of learning that would improve my skills as a leader and also equip me with the professional qualifications and knowledge to work with a wider range of organisations. I signed up for the programme at Roffey Park Institute - a leading business school.

My challenging and packed studies have included consultancy methodology, organisational change, leadership and management development, psychometric toolkits, and development techniques such as coaching, team building and interviewing.

A considerable amount of the work involved research and I concentrated my work around small and medium enterprises, given that is where I have worked most of my working life. SMEs

include all sectors including private, statutory and voluntary.

The research highlighted the need for a number of services of support for SMEs including management and leadership development, team building and strategic planning combined with affordable programmes from people who really understood their working world.

**I am already delivering organisational development consultancy to organisations and am available to do more in the coming months ahead.**

boost consultancy has also developed its capacity over the last five years and the team can now deliver a range of organisational development programmes. Some typical packages include team building days, facilitation days, management and leadership support and development programmes, psychometric testing including Belbin and Johari.



As a leader of a growing SME myself I have made use of a variety of these packages - I have no doubt I am better personally, and we are organisationally, as a result. To be honest, I wish I had accessed more earlier.

To find out how David could support your organisation, please contact boost on 01903 228092 or email him directly on david@boostconsultancy.co.uk.

## boost manages pan-London project

London based charity hires boost to manage two year project

Another success! boost was commissioned in November to manage a pan-London project working with young people aged 16-24 with English needs.

The project, funded by the London Development Agency and European Social Fund, will be delivered across North and West London, working with young people. boost will be responsible for the day-to-day management of the project, including managing targets and budgets on behalf of the lead delivery partner who currently do not have the resources to do it themselves.

"We are very excited to be able to support the charity in managing the partnership across two London regions," explains boost manager Emma Hotston.

"It will mean the client's time will be freed up to concentrate on delivering a



high quality service, whilst boost take care of the management side of things", she adds.

boost offers a variety of project management and support packages, ranging from paperwork checking to completing complicated financial claims and training your team to do it.

For more information about how boost could support your project delivery please get in touch.

## LDA and LSC tendering rounds...

It's that time of the year again - London Development Agency and Learning & Skills Council tendering rounds have been launched and with growing competition for funds, the race is on to get high quality tenders written fast.

boost consultancy has a wide range of experience completing successful tenders, having raised over £4.5m in five years. We are currently busy producing LSC tenders for existing clients and the current Children in Need bidding round ends in April.

If your organisation needs help with completing tenders like these in the future, please get in touch today on 01903 228092 or hayley@boostconsultancy.co.uk.

want to know more? get in touch today...

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