



## Team Development Workshop

1 day, team of 3 to 12 participants  
9.30 - 4.30

# Workshop

### Workshop Purpose

This is a workshop designed to promote mutual understanding and appreciation among team members. The workshop uses an easily accessible measure of fundamental personality traits to facilitate exploration of how individuals work together, sources of pressure and frustration amongst team members, and how individuals and the team as a whole can focus on maximising strengths and minimising the impact of barriers to high team performance.

### Workshop Aims

- To explore the diversity of the personal styles across individuals in the team
- To highlight the potential strengths and limitations of the mix
- To explore ways of building on strengths and mitigating limitations as a team
- To develop an action plan for maximising team performance

### Tools and Approaches

- Quintax<sup>®</sup> Personality Questionnaire (completed online prior to workshop)
- Quintax Team Styles report
- Quintax Innovation Style report
- Guided exploration of personality, team styles, team culture
- Workshop discussions
- Observed team exercises
- Individual and small group work in review of implications of feedback for development planning - individual & team
- Workbook and development action plan toolkit

### Workshop Outcomes

- More understanding of each other's approaches to common tasks
- Better utilisation of strengths across the team
- Better team and individual performance
- Individual and team development action plans



# Workshop

## Workshop Outline

### An introduction to personality and personal styles

- Overview of the Quintax personality dimensions and their influence on work style and performance.

### Individual and group review

- Presentation of individual personality feedback reports
- Group review and discussion of outcomes
- Small group exercise on implications of Quintax type for team behaviour

### Team Styles

- Current models of team role and functioning
- Review of Quintax Team Style report
- Individual review of potential personal development areas in team contribution
- Team analysis case study
- Analysis of own team - small group workshop activity
- Review of implications for team development

### Creativity & Innovation in Teams

- A model of the factors that influence an effective team climate for innovation
- Review of personal and team styles in innovation
- Review of implications for team development

### Team Development Planning

- Playing to our strengths - being the best team we can
- Learning at and from work
- Development action planning: what do we need to do differently, how and by when?

### Workshop details

- The workshop is designed for teams of 4 and 12 participants
- All participants complete Quintax Online (a short personality questionnaire taking 10 minutes or so) before attending
- Workshops run at our Manchester training centre or can be held in-company at your own or third-party facilities
- To discuss further and book contact Derek Wilkie or Vicky Edwards on 0161 877 3277

### Price

- In-company:                      up to 8 delegates, £950 + VAT  
   9-12 delegates, £1250 + VAT  
   (includes all materials; refreshments and lunch  
   costs when held at SR&A training centre)