



Client Case Study: Developing a functional team

Organisational Type: Large global organisation

Industry: Resources Sector

Situation

The client organisation had set up a new HR team for its head office and large branch HR operations. They wanted to spend some time at a scheduled meeting to help their newly-formed team to better understand each other's preferences and limitations to provide insight and improve relationships.

Action Taken

CPC provided a design that allowed the HR team to gain insight into their individual preferences via the Team Member Profile (TMP) from the acclaimed TMS suite of profiles. This instrument was completed online and team roles, balance and differences were presented at a workshop. The team went through the entire set of team development activities, team roles and characteristics to work out how they could best utilise each other's strengths and negate issues towards better relationships, less conflict, improved communication, meetings and teamwork.

Key Outcomes

- Design and facilitation of a team development workshop (based on the TMP and activities)
- Analyses of team issues and characteristics
- Team objectives and team charter were developed
- Team strengths and limitations, balance, diversity and issues
- Individual insight and feedback using the TMP
- Typical team scenarios were dealt with using the information

Key Performance Improvement

Participants were provided with an opportunity to explore teamwork characteristics, examine their own TMP insights, share and work through key team activities which helped them to better understand, communicate with and work with each other as a high performing team.

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