



Developing Cohesive Teams

Teamworking is a major competitive advantage, yet too few organisations manage to develop truly effective teams. A high-performing team helps build a high-performing organisation. When teams perform at their highest level, everyone's stress diminishes, job satisfaction increases and employee engagement rises, making them happier and more productive – a perfect recipe for organisational development and success.

At LPD Associates, we use a highly effective model called *The Five Behaviours of a Cohesive Team* to develop and progress your people. We also coach them to agree their team charter or 'rules of engagement', helping to embed the new behaviours and strengthen the teams' success strategies. **This coaching programme is ideal for** teams which are failing to work effectively and cohesively.

We will help develop the 'Five Behaviours' in your teams...

1. Trust one another

Members of great teams trust one another at a fundamental, emotional level. They are comfortable about being vulnerable with each other about their weaknesses, mistakes, fears, and behaviours. They learn to be completely open with one another, without filters.

2. Engage in conflict around ideas

Members of teams who trust one another are not afraid to engage in conflict around ideas that are key to the organisation's success. They don't hesitate to disagree with, challenge, and question each other to find the best answers, discover the truth and find a successful way forward.

3. Commit to decisions

Teams which engage in conflict around ideas are able to commit to decisions, even when some team members initially disagree. It works because they share and consider all opinions and ideas, giving everyone the confidence that no stone is left unturned.

4. Hold one another accountable

Teams that commit to decisions and performance standards don't hesitate to hold one another accountable for adhering to them. What's more, they don't rely on the team leader as the primary source of accountability.

5. Focus on achieving collective results

Team members who trust one another, engage in conflict around ideas, gain commitment to decisions and hold one another accountable are more likely to set aside their individual needs and agendas and focus on

achieving collective results. They resist temptations to place their departments, career aspirations, or ego-driven status ahead of the collective results that define team success.

Delivery designed around you

Our delivery style is fun, interactive and dynamic: we believe that everyone learns more efficiently when they're enjoying themselves! By developing delegates' knowledge and understanding and providing tools and strategies for transferring their learning to the workplace, our workshops quickly increase your people's effectiveness.

Programmes can be tailored to your exact needs and delivered as full- or half-day workshops or as separate modules, depending on the outcomes you want to achieve. We also offer follow-up coaching for individuals and teams. It's our mission to give excellent returns on your training investment with real value for money and flexible, friendly delivery.

Interested in developing cohesive teams in your workplace? Contact Lisa or Adrian at LPD.

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