



Emerging (or New) Team Development

HR People and Organisational Development

Overview

Building a strong team foundation is crucial for any group to reach its full potential. Encouraging members to understand the significance of collaboration, communication, and defining roles early on can significantly enhance team dynamics and productivity. It's also great to emphasise the importance of leveraging individual strengths within the team context, as this not only fosters a sense of belonging but also maximises overall team performance. Creating an environment where members feel valued and motivated to contribute to a collective goal can truly empower emerging teams to thrive.

Who would benefit?

- ❖ **New Teams or Emerging Teams:** Teams that are just forming and need to build foundational relationships.
- ❖ **Teams Ready to Shift from Individual Performances to Team Performance:** Teams seeking to transition from focusing on individual achievements to collaborative success.
- ❖ **Established Teams with a High Percentage of New Members:** Teams that have a mix of experienced and new members, requiring integration and cohesion.

What are the outcomes?

- ❖ Explore the concept of effective team membership: Understand what it means to be part of an effective team.
- ❖ Examine building blocks of group development: Identify and analyse the key components necessary for effective team development.
- ❖ Identify and utilise personal strengths: Recognise individual strengths and learn how to leverage them within the team context.
- ❖ Start to build good working relationships: Begin developing effective working relationships among team members.
- ❖ Identify the purpose of the team and the role of each person: Clarify the team's purpose and define the role of each member.
- ❖ Focus on building trust, harmony, and initiative: Create an environment that fosters trust, harmony, and proactive engagement.
- ❖ Recognise the contribution of each person to the success of the team: Acknowledge and appreciate the individual contributions that drive the team's success.

- ❖ Understand differences within the team: Develop an understanding and appreciation of the diverse perspectives and skills within the team.



Our Expectations

When you attend this session, ***you can expect ...***

- ❖ a safe space for people to talk.
- ❖ to be treated with kindness and respect.
- ❖ to be encouraged and listened to.
- ❖ to be positively challenged when needed.
- ❖ to feel comfortable in a positive learning environment.
- ❖ the opportunity to provide feedback.

When you attend this session, ***we expect you to...***

- ❖ turn up on time to reduce disruptions to fellow participants and the facilitator(s).
- ❖ turn off your phone (or put it on silent), and applications such as emails.
- ❖ focus your attention on the session.
- ❖ listen to and respect your colleagues, not talk over them, and avoid side conversations.
- ❖ participate - you are your own best resource, and we want to hear your experiences and opinions.
- ❖ be patient - from time-to-time things won't go to plan. We'll do our best to find solutions.
- ❖ be aware of your own behaviour and the impact it may have on others.
- ❖ give feedback on the session.



Our Approach

- ❖ **Practical:** Our activities are not just theoretically relevant, but also practical, so staff can apply their learning back in the workplace.
- ❖ **Inclusive:** Our development activities are designed to cater for a range of learning preferences and approaches.
- ❖ **Engaging:** We adopt a participative and interactive approach to support learning.
- ❖ **Reflective:** We encourage self-reflection, enabling staff to understand themselves better.

