

TEAM EFFECTIVENESS AND FACILITATION

“ Talent wins games, but teamwork and intelligence win championships. ”

– Michael Jordan, American former professional basketball player



Team effectiveness and facilitation

Are all the teams in your organisation working well together to deliver results in a cohesive manner?

Do you have to deal with conflict between teams or in teams?

Could a team or teams in your organisation benefit from working closer together?

Overview

Cohesive and constructively functioning teams are critical to the successful operation of any organisation. The negative dynamics in a team or between teams can often erode the success needed to deliver to plan and achieve targets. In extreme cases it can even lead to sabotage. Organisations that are focused on building cohesive teams are far more likely to achieve great things.

Only **22%** of managers think that they have created a unique employee engagement experience
– Deloitte

Africa People Advisory Group has access to various methodologies and deploys skilled facilitators to make teams more effective and cohesive. Our facilitators are experienced professionals in team development and team cohesion. If there is one thing we know, it is that there is no one size fit all approach to developing teams.

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Business value gained through the solution

- Cohesive teams are more enabled to deliver results and be innovative.
- Building a strong and positive culture is a key ingredient for attracting and retaining the right talent.

Solution features

- Interventions are designed based on the issue that needs to be addressed.
- Standard tools are used to facilitate the intervention, if needed, i.e assessment instruments, 360 assessments etc.
- All interventions commence with a deeper understanding of the issue and closes with feedback to key stakeholders and a written report.
- Interventions are highly customised and for large scale interventions more than one facilitator is used and recommended.
- Interventions typically focus on team cohesion, conflict resolution, team alignment and effectiveness, team planning and inter-team or intra-team collaboration.

Process overview

- Once the need for a team engagement is identified and Africa People Advisory Group is engaged, the first step is to engage in deeper diagnosis, this typically includes review of any relevant documentation and interviews with key stakeholders.
- A draft plan is then developed and shared with the client company.
- The third process step includes a briefing with the client company around the principles of design of the intervention and tools proposed to be used.
- The intervention is then designed and signed off by the client company.
- The client company is required to schedule the intervention and with the support of Africa People Advisory Group, a team communication is sent.
- The most important part of the process is the delivery of the intervention.
- Lastly a follow up report is written and discussed with the client company.

Timing of delivery depends on your specific needs and outlined timelines.

Speak to a
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