

 **What is team development?**

Team development is a series of activities, interventions and conversations that increase the ability of a group of people in a mutually interdependent situation to work effectively together.

An effective team development programme:

- ◆ Helps the team identify and work to their individual strengths so they can make the best use of the team resource
- ◆ Strengthens team identity so people understand what they are part of and how to contribute
- ◆ Creates a positive working culture, so people want to be part of the team and are motivated to contribute
- ◆ Clarifies the team's goals and ambitions, making it clear how the team can be successful
- ◆ Develops a shared understanding of task and process, improving the team's ability to achieve their objectives
- ◆ Increases the team's ability to work well together in new situations

 **When is it a good idea to invest in team development?**

This is a very good question, not all groups are teams. For team development to be a worthwhile investment the achievement of the task must be dependent on the team working together. In teams people are dependent on each other for a successful outcome.

There are many situations where team development is a good investment

- ◆ When a team is newly established
- ◆ When an existing team takes on new members
- ◆ When there is a change in the core team task
- ◆ When there is a change in organizational context for team
- ◆ If two or more existing teams are merged into one
- ◆ When a team is performing poorly
- ◆ When there is unresolved conflict within the team, or with another organizational group
- ◆ If there is a sudden loss of team performance
- ◆ When there are consistent reports of poor team morale, de-motivation, or a team has unexpectedly failed at a task
- ◆ When the team experiences a change of leadership

◀ What does a team development programme involve?

Every situation is different, however a team development programme is likely to include some or all of the following elements:

- ◆ Preliminary exploratory interviews, which may include team customers and other stakeholders in the team's performance
- ◆ The establishment of baseline measures of current performance and a framework for evaluating improvement
- ◆ One or more workshops incorporating a series of carefully designed and individually tailored activities
- ◆ A series of carefully structured and facilitated conversations within the team and with key team stakeholders
- ◆ As appropriate, the use of psychometrics to assist with team understanding and communication

◀ I would like to do something like this with quite a large group, can you help?

Yes I can, I have a network of experienced and skilled colleagues and together we can design and deliver a team development experience appropriate to your needs. Please visit the website [Appreciating Change](#) for more details of the team and our team development services, or give me a ring.

◀ Useful further links

For more information team development in general, and our approach in particular, you might like to look at these short articles

[Winning, losing and that dropkick: team mental models at work\(JT Vol 3/issue 4\)](#)

[Want to know the secrets of intelligent team work? \(JT Vol 3, Issue 3\)](#)

[Teams:What is the real secret? \(JT Vol 2, issue 2\)](#)

Make a difference now. Call me on 020 8293 0017, or [email me](#) to find out more about what Jemstone Consultancy team development can do for you or your colleagues.