



## Targeted team building and development

### Team Role Profiling – Team Challenges – Action Learning

Build New Teams

Develop Existing Teams

Align Project Teams

Sabre combines highly robust Team Role theory and profiles with pragmatic facilitation and highly memorable action learning simulations and experiences to tailor an approach for each client.

### Typical “Team DNA™” Programme Flow

#### 1. Pre-programme diagnostics

Prior to the programme each participant completes full Individual Team Role Self Perception Inventories and Four Observer Assessments. These are then analysed to produce detailed profiles of the individuals operating styles and the collective operating style of the team.

#### 2. One or Two Day Programme

A one or two day programme is designed depending upon the needs of each client that will include...

- Introduction to the Team Role Model and detailed explanation of individual and team profiles.
- Formation of deliberately balanced and un-balanced teams for carefully selected experiential challenges that are reviewed in detail.
- Major project based challenges designed to enhance learning and application of the model followed by reviews linked to the workplace.
- Team sessions to capture key lessons learned and how to roll out those lessons learned to the workplace.



#### 3. Post programme review and follow through

Facilitated or self-driven strategies are devised so that participants revisit the programme experience at pre-determined “milestones” within their work environment to help the learning stick.

## Why “Team DNA™”?

Teams succeed or fail one relationship at a time.

Just as biological DNA is used to determine the root causes for certain physical strengths and weaknesses, techniques and proven methods exist that enable the same to be done with “Team DNA™” to identify major individual and team characteristics and traits. These models and tools are akin to “human information technology” enabling people to better understand self and others.



Sabre combines highly robust Team Role theory and profiles with pragmatic facilitation and highly memorable action learning simulations and experiences to tailor an approach for each client. This approach provides practical and lasting value for individuals and teams as they objectively identify how they currently operate and how best to implement approaches for working and operating better together.



By accurately identifying individual operating styles and team roles, and then analysing how interactions actually occur between these roles within a team, we realise how predisposed a team may be to certain areas of strength or struggle when operating together.

Strong areas within the team can be identified and re-enforced whilst areas of struggle can be also be identified with certain clashes that may previously have been at the root of stated or un-stated tensions objectified and resolved using “team role” terminology. This can often defuse clashes that may likely be due to different operating styles rather than pure issues of personality. Greater understanding brings greater tolerance and acceptance of other operating styles allowing different approaches to contribute and harmonise rather than clash.

Individuals will project different skills and behaviours into a team. The Belbin Team Role Model that we utilise in conjunction with this approach offers a unique and highly effective way to blend these elements to build the team and its operating methods. In Belbin’s words *“Nobody is perfect – but a team can be”*.

By having an accurate profile and inventory of both the individuals and the team itself, people can better understand their team and the contributions of the individuals around them.

Further insightful team combination and role suitability reports can also be generated from this data (in fact up to eight different reports can be compiled on the composition and effectiveness of the team based upon the profiles such as team member compatibility, job fit etc).

Once the profiles have been completed (usually prior to the Sabre programme or event) we can use them to construct balanced and un-balanced teams for the experiential projects and simulations. This allows us to create a powerful learning experience that focuses upon a detailed understanding of the individuals' contributions to a team. Equally valuable is a better appreciation and understanding of the diversity and value of the contributions of others and how they dovetail together.

The programme formatting, activities, process reviews and follow through is all carefully tailored to suit the specific aims and objectives of each client.

**Better understand self and others**

**Create tolerance of other operating styles**

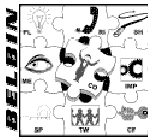
**Dovetail strengths and identify weaknesses**

**Enhance team effectiveness**

**Take teams forward**

To find out more about this approach and how we can tailor it to suit the specific needs and objectives of your organisation and teams please feel free to contact us.

**[teamdna@SabreHQ.com](mailto:teamdna@SabreHQ.com)**



Accredited users of the Belbin Team Role Model