



PEAK PERFORMANCE TEAMS

UNDERSTANDING TEAM DYNAMIC

Understanding yourself & your team for better results together

INTRODUCTION

Most organisations will involve the need for people to work together as part of a team at some point or another, if not most of the time. For organisations to grow and perform to their potential it is essential that the people involved are able to effectively interact, communicate and work well together as a team.

3Ps team dynamic workshop introduces sophisticated assessment tools - and the **impactT** team model with its key characteristics of peak performing teams. This includes self-awareness and an understanding of others as we explore the individual behaviours, high level patterns of behaviour and individual communication styles that effect the results we get - both as individuals and as part of a team.



impactT Team Model©

6 key characteristics of peak performing teams

innovation

mindset

problem solving

aligned purpose

communication

Trust

A great place to start team development is by understanding the current dynamic of the team. This is the process of figuring out how team members relate to one another. We all have different styles of working and communicating, and when we encounter a person with a style that's different from our own, we can often get frustrated with that person, and fail to recognize his or her unique strengths.

Some people can be "pushier" than others, for example. A pushy person may think everything is going great - however, her teammates might have a different perspective. If one person walks away from conflict, and another speaks his mind and doesn't back down from an argument, this can lead to defensiveness, poor decision-making, unhelpful emotions and unproductive work.

Personality and behavioural assessments are great tools for improving individual self-awareness and a team's understanding of its own dynamics, as well as giving team members a better understanding of why they react to their colleagues in certain ways. This new understanding helps people think about how they can relate to one another more effectively, at the same time that it breeds tolerance by helping people understand that different approaches may be valid in different situations.

"Great things in business are never done by one person; they're done by a team of people"
Steve Jobs



PEAK PERFORMANCE UNDERSTANDING TEAM DYNAMIC

Understanding yourself & your team for better results together

SELF AWARENESS

Self-awareness is one of the most important qualities that you can have as a manager or leader, and developing self-awareness is important in both your personal and professional life.

The team dynamic workshop starts with self-awareness and explores individual patterns of behaviour, preferred communication styles and the potential for emotional flips that effect the results we get - both as individuals and as part of a team.

With a greater level of understanding of self, team members begin to see one another differently. This allows them to adjust their own behaviour for better results, and they're able to interpret others' behaviour with more insight, appreciation and empathy.

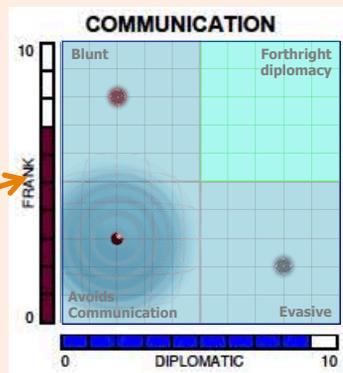
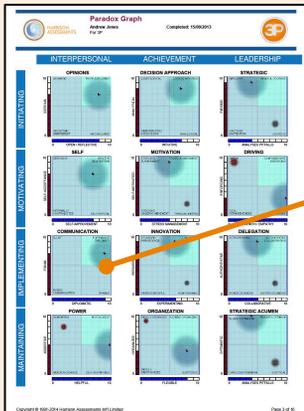


HARRISON ASSESSMENTS

3P use Harrison Assessments, as authorised UK trainers, partners and expert facilitators, to give us unique insight into individual styles, preferences and behaviours to understand self, others and team dynamics.

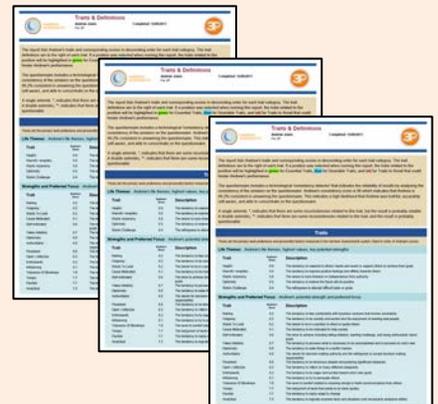
PARADOX GRAPH

Paradoxical strengths & weaknesses



PERSONALITY DNA

Traits & Definitions Report



If you're aware of your own strengths and weaknesses, you have the power to use your strengths intentionally, and to manage or eliminate your weaknesses. When you can admit what you don't know – and you have the humility to ask for help when you need it – you increase your credibility with your team. Knowing your strengths and weaknesses also has positive, long-term benefits for your career, as well as for your long-term health and happiness. On a personal level, having self-awareness allows you to approach people and situations with confidence. In turn, this means that you gain control of your own life, direction, and experiences and enable you to use your strongest traits as 'real' strengths.

"I don't want to be at the mercy of my emotions. I want to use them, enjoy them and to control them" – Oscar Wilde



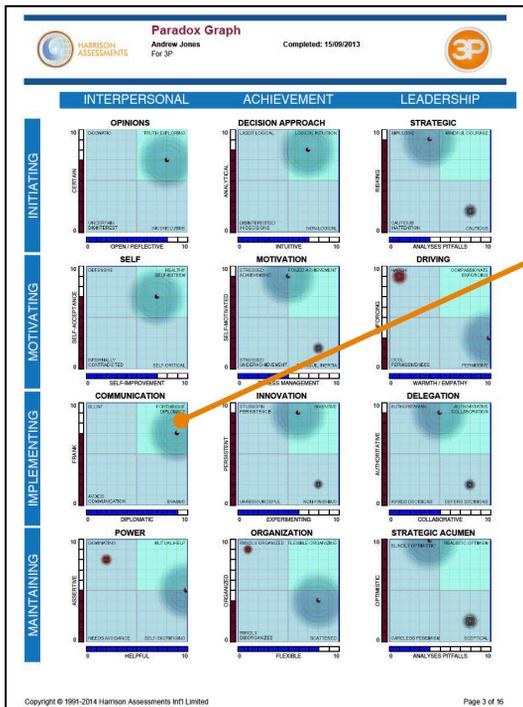
PEAK PERFORMANCE

UNDERSTANDING TEAM DYNAMIC

Understanding yourself & your team for better results together

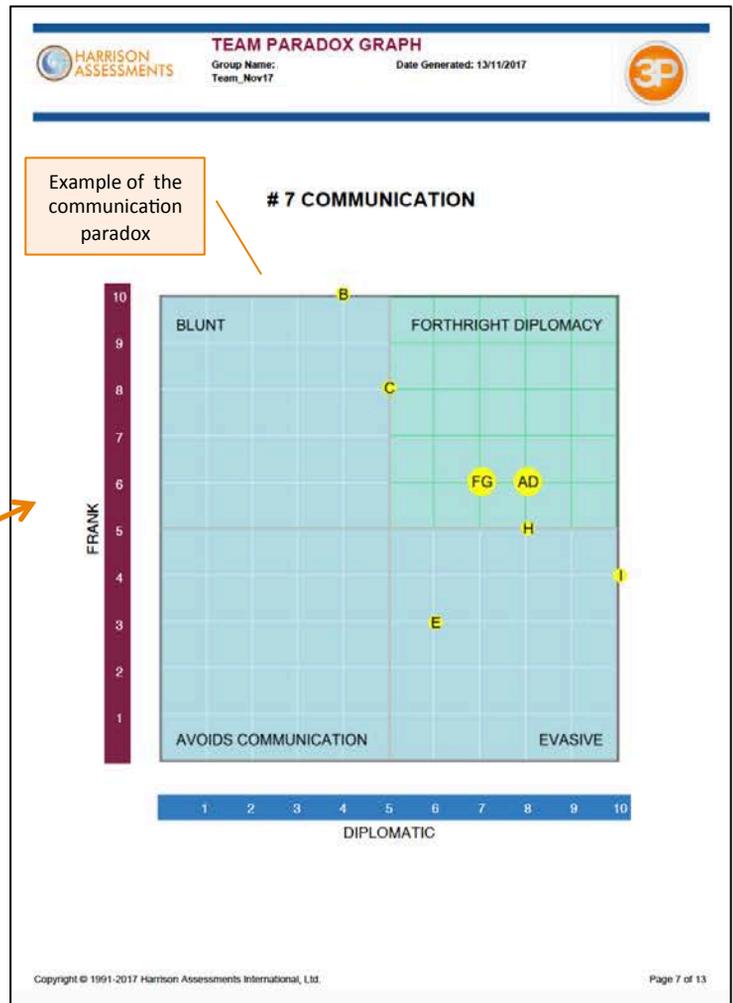
TEAM PARADOX PROFILE

Once the individuals of the team have increased their own level of self-awareness it is then important to consider the impact of their preferred styles, behaviours and patterns on that of the team. By plotting all the team members on the paradox graph we can identify team strengths and also the weaknesses, including; potential for emotional triggers, underlying patterns and reasons for internal conflict.



TEAM PARADOX REPORT

Exploring the team dynamic – for strengths, weaknesses and areas for development



By the end of the workshop team members will have an improved awareness of themselves and a better appreciation of others in their team. Only once awareness, openness and trust exist within the team environment can it start building on its strengths, recognise and develop its weaknesses to **impactT** outstanding results together.

"Coming together is a beginning; keeping together is progress; working together is success."
Henry Ford