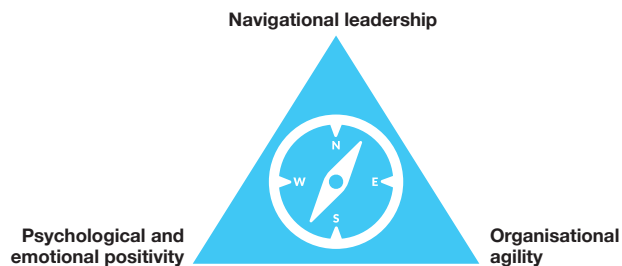# The agile team – team effectiveness programme

Teams are the engines of organisations; they can accomplish what individuals can't. As we begin to navigate towards a *'new normal'* teams will go through a period of readjustment and further change in order to harness learning, consolidate new ways of working, and develop behaviours and practices that encourage agility and collaboration.

At *Designed4success*, we take a systemic approach to team effectiveness. We begin by building a deep understanding of stakeholder expectations, team strengths and areas for development. We then design a bespoke programme based on our team effectiveness model to **support** the team, *develop* the mindsets and behaviours that *deepen* trust and cohesiveness, *establish* shared purpose and direction, and *build* collaboration, agility and resilience.

Creating clarity from complexity. Establishing collective direction, priorities and measures of success.

Shared Direction

Collective

Navigational Leadership

Recognising and valuing collective intelligence and distributed authority. Knowing when to lead from the front, middle or rear.

Agile Adaptation

Scanning the horizon for new trends. Developing practices for innovating, experimenting, failing fast, learning and agile decision making.

Personal Connection and Trust

Resilience

Cohesiveness

Establishing team purpose, common values and ways of working. Creating the conditions for constructive challenge and effective conflict management.

Collaboration

Developing the mindset and behaviours that encourage collaboration inside and outside the team.

A bespoke programme in three phases which can be run virtually so team members can join from anywhere

Understand — We work with the team to fully understand strengths and areas for development.

Design — We tailor the programme to focus on the areas that will have the biggest impact on team effectiveness and agility.

Deliver — Short interactive sessions (90 – 120 mins) which can be run virtually so team members can join from anywhere.

Navigational leadership

Psychological and emotional positivity

Organisational agility

Navigating to a *'new normal'* will require organisational strength across three inter-dependent domains. Our programmes focus on these areas to help leaders and teams adapt and thrive, building resilience, enhancing agility and providing the tools to make the most of emerging opportunities.

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Inspiring performance