

THE BENEFITS OF EXCELLENT TEAMWORK

HIGH PRODUCTIVITY

Very few results are accomplished by an individual. Workers need the support and cooperation of their team members. Good teams solve problems faster and even eliminate problems before they happen.

IMPROVED MORALE

It is very satisfying to be a part of team that works well together and is achieving their goals. Good teamwork improves morale, which in turn boosts quality and quantity of work, and reduces employee turnover.

CREATIVITY

If you've ever been part of a brainstorming session, you know that one person's idea will spark an idea in another person, and so on, until the group achieves a great idea. This can only be done in an environment of trust where the team is focused on group goals. That's TEAMWORK!



Vector Three Consulting Inc.
Excellence in Business Leadership

Building Excellent Teams Program



The Vector Three Building Excellent Teams program uses the proven Myers-Briggs Type Indicator® personality assessment to create better teams.

TEAM DYNAMICS AND DEVELOPMENT

Teams go through stages in their development:

FORMING

- The team needs to understand the purpose of the team and their roles on the team.
- Team members will be polite and careful in communication as they get to know each other.

STORMING

- Conflict begins to surface in this stage of team development.
- If not properly managed relationships can be seriously damaged, and work is not productive.

NORMING

- Order is restored and productivity is increased.

PERFORMING

- This is the goal. At the performing stage teams can handle new challenges effectively and their leaders are free to invest time in other challenges because the team "just works"!

BUILDING EXCELLENT TEAMS PROGRAM

The Building Excellent Teams Program is focused on helping teams through the Forming and Storming phases of their development. The Program includes the following steps:

- Guiding team members through the process of determining their Myers-Briggs (MBTI) personality assessment.
- A one-on-one meeting with each team member to calibrate their assessment and discuss the functioning of the team.
- A custom workshop where the team sees how each team member communicates and functions best, the strengths and contributions of each team member, and identification of possible areas of friction.
- Working with the team to establish practical ways to eliminate friction and improve communication, collaboration, and relationships.

Each participant receives a copy of "Introduction to Type" by Isabel Briggs Myers

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**TALENT DEVELOPMENT
SUPERVISOR, Major
Chemical Manufacturer**

"The MBTI assessment enables our employees at all levels to better understand their own and others styles of work, communication and collaboration. This has made all contributors more effective at being led and partnering for success."

**PRESIDENT, Power
Generation Company**

"I have benefited firsthand from leadership training events led by Floyd, which has been instrumental in my development as a leader and my ability to build highly effective teams."

PROVEN TOOLS

MBTI has been used for over 50 years and has gone through extensive validity and reliability studies.

Building Excellent Teams Coach



The Building Excellent Teams Program is led by Floyd Bjorgan. Floyd has over 30 years of leadership experience, primarily as a senior executive in companies providing software technology and professional engineering services. He has held roles of President, VP of Canadian Operations, VP of Products, VP of Human Resources, and other senior roles. His work experience includes mid-size private business, Fortune 100 companies, and positions in the UK and Australia. He has successfully turned around failing businesses and led integration of acquired businesses to maximize the return on investment.

OTHER VECTOR THREE SERVICES

Vector Three Consulting can help with the three pillars of business:

- Products and Services
- People
- Processes

Services offered include:

- Leadership Excellence Training Program
- Team Building
- Change Management Services and Training
- M&A Due Diligence
- Business Integration
- Business Process Optimization and Automation
- Product Management
- Interim and Temporary Business Management

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