

## Team Insight

### Team Performance is Crucial to Organizational Success

Teams are the new organizational unit! According to Josh Bersin by Deloitte, organizations will evolve toward a network of teams.

(<https://www.slideshare.net/jbersin/everything-is-digital-ten-hr-and-talent-predictions-for-2020/13-HR-2017Bersin-by-Deloitte-predictions>).

They will be characterised by

- Shared values and culture
- Transparent goals and projects
- Free flow of information and feedback
- People rewarded for their skills and abilities not position

### Are your teams ready?

Do your teams model these new behaviours of shared values and culture? Do they have transparent goals and projects? Is there a free flow of information and feedback? How do you encourage your teams to model these new behaviours? How can you propel your successful teams to even greater performance? What can you do now to ensure your teams are ready?

### Team Insights

Team Insights is a one-day program that reveals the motivational value system of the team members as well as their behaviours when facing conflict.

What's motivational value system? Research on our relationship awareness theory identifies three key focuses that drive our motivation;

- People
- Process
- Performance

After completing the assessment and one day debrief, your team will learn how to communicate more effectively with one another, how to navigate conflict more effectively and how to leverage the strengths of the team.

“The task of leadership is to create an alignment of strengths so strong that it makes the **system's** weaknesses **irrelevant.**” – Peter Drucker

Can you afford to wait for your teams to accelerate their performance and risk that they might dissolve into a pseudo-team characterized by poor behaviour, poor performance and poor morale?

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