

Developing team spirit

Overview

Seven elements lie at the heart of successful team development:

- Self-knowledge and knowledge of other team members
- A leadership style that encourages the sharing of individual talents
- Commitment to the goals of the team
- Relating effectively to others
- Creative production of results
- Enhancing the emotional intelligence of all the individuals in the team
- Application of simple tools on a daily basis to maintain a state of relaxed alertness and diminish stress

This powerful programme uses a simple tool, the Enneagram, to help teams develop these seven elements and thus improve their performance immeasurably.

Training objectives

The goals of this programme are to:

- Acquaint the participants with the Enneagram personality styles
- Allow the participants to reflect on how closely their own personality profiles match their own impressions of themselves
- Offer the participants the opportunity to compare their self-perceptions with those of another team member
- Create a profile of the Enneagram types of the members of the team
- Show how types affect the strengths and limitations of a team
- Show how a balance of types can improve the effectiveness of a team
- Promote effective communication among team members
- Give very practical tools to increase self-awareness and manage stress

Audience

Any team leaders or teams who wish to improve their performance by developing their team spirit.

Format

This extraordinarily powerful one-day course is a fun experience but with a very serious intent. Much use is made of interactive exercises that are practical and transferable to the workplace. Participants will explore their own Enneagram style – its special strengths and weaknesses – and those of the other people in their business and personal lives.

For maximum impact, this programme is best delivered with groups of no more than eight people at a time, in which case a single trainer is sufficient. If the group is any larger than this then both trainers will be needed.

Special feature – the Enneagram

Team spirit calls for a degree of emotional intelligence and that starts with knowing yourself at the most intimate level possible. One key element to all progress (whatever shape or form) is self-knowledge. Knowing your own inner game. This is where the Enneagram proves its worth.

The Enneagram is one of the most powerful tools available to help people understand, face and work through their limitations in order to achieve so much more of their full potential. It is a geometric figure that maps out the nine fundamental personality types of human nature and their complex

interrelationships. The descriptions of these nine types provides often astonishingly comprehensive understandings about the inner motivations, thought patterns, basic belief systems, emotional coping mechanisms of each one.

Those new to the Enneagram are often intrigued and surprised to discover clear accurate portraits of themselves and those they live and work with. They find that each style has its own natural gifts, limitations and blind spots. They also find clearly exposed those unconscious assumptions (closely held beliefs, opinions, inclinations and expectations) that they hardly knew they had, but which totally drive their thoughts feelings and behaviours, and prevented them achieving their goals. Baffling aspects of their own behaviour suddenly make sense.

In brief, the Enneagram allows you to discover your own filter or 'worldview' intimately, allows you to discover the many ways we have been deluding ourselves, and from there to then see other people from the only point of view that they are familiar with – their own.

The expert trainers

Anne developed her passion for enabling people to develop performance coaching skills and cultures to produce measurable results while working for Barclays Bank. After fourteen years there in a senior sales management role, she left to establish her own consultancy firm delivering training and coaching programmes to companies in the UK and abroad. She developed the holistic RC60™ coaching system herself and went on to design and deliver a complete series of training programmes that has now established the RC60™ (Results Coaching in 60 Seconds) brand to wide acclaim.

Amarpal began his career as a pharmacist but his interest in emotional intelligence led him to leave pharmacy to create, develop and practice Natural State Technologies (NST™). With more than ten years' experience in the field – and as a Master NLP Practitioner who has studied with some of the world's leading experts in the field of emotional intelligence – he developed his own unique emotional intelligence models and techniques to help people understand themselves and feel more relaxed, confident and focused on a daily basis, whatever the situation. Amarpal is joint author, with Anne, of the *Results Coaching in 60 Seconds* book.

Anne and Amarpal have received excellent feedback for their RC60™ and Enneagram-based training, as the following comments demonstrate:

'I think my whole approach to teamwork and 1:1 sessions will be different as I will be able to recognise when I am operating from a healthy natural state. I will also apply SMART objectives where I wouldn't have thought of using them before.'

GlaxoSmithKline

'I found the Enneagram profiling the most interesting as it revealed personality traits I either did not know I had or the ones that could be built upon.'

West Quay Shopping Centre, Southampton

'Superb! Reinforced previous learning. The Enneagram model provides the key framework on which to apply results coaching by recognition of emotional resistance to success.'

Leisure Connection plc

'Very thought-provoking. The content of the course was very good and the best part that impacted me was the Enneagram. I have learnt a great deal about myself – 2 great coaches. 10 out of 10!'

West Quay Shopping Centre, Southampton

'Very relevant. Incredibly interesting and I will definitely use it! The Enneagram was very interesting and it was all very useful.'

Sun Microsystems

'This has clarified a lot of grey areas I have had in management and helped me understand people more. The Enneagram is great way of making it easier to get the best out of my team. I am sure the impact will be a better performance and a better karma in the workplace.'

The Sanctuary, Covent Garden

Course outline

1 Self-knowledge and knowledge of other team members

Session objectives:

- To acquaint the participants with the Enneagram personality styles
- To allow self-discovery in a fun, relaxed way, through examining core motivational drives of film / TV celebrities, politicians and sports stars
- To allow the participants to reflect on how closely their own personality profiles match their own impressions of themselves
- To offer the participants the opportunity to compare their self-perceptions with those of another team member
- To create a profile of the Enneagram types of the members of the team
- To understand how types affect the strengths and limitations of a team
- To understand how a balance of types can improve the effectiveness of a team

2 A leadership style that encourages the sharing of individual talents

Session objectives:

- To offer the participants a simple system to understand their own leadership / management styles
- To promote effective communication
- To help the participants to understand how personal power can be expressed through their core motivation

3 Commitment to the goals of the team

Session objectives:

- To provide a structure for examining the team's purpose and goals
- To help understand the contributions each personality type makes to the team
- To allow the participants to share their views of the team's role in the organisation

4 Relating effectively to others

Session objectives:

- To illustrate differences in the three interpersonal styles of wanting control, approval and security
- To allow the participants to draw conclusions about effective interactions
- To provide models of effective interaction / communication with other motivational styles

5 Creative production of results

Session objectives:

- To introduce effective goal achievement models
- To show common pitfalls for the various personality types in the way they set goals and go about planning

6 Enhancing the emotional intelligence of all the individuals in the team

Session objectives:

- To help establish fundamental operating principles within the team structure and enhance awareness of what emotional intelligence means to each individual
- To help all team members to take clear responsibility for managing personal effectiveness
- To analyse the range of emotions
- To consider emotions as energy
- To help team members go from 'I can't' to 'I can'
- To help recognise resistance
- To help participants understand their thresholds and comfort zones
- To show how to recognise and release negative energy
- To show how to maintain a perspective of watchfulness

7 Application of simple tools on a daily basis to maintain a state of relaxed alertness and diminish stress

Session objectives:

- To enable participants to learn and apply simple, practical and fast methodologies to allow people to work at their optimal level consistently
- To show how to apply such tools for fast, effective stress elimination

8 Review and close

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