

**Do you need some support to understand your team, their behaviours and how they interact?**

**Interested in enhancing your individual or your team's performance?**

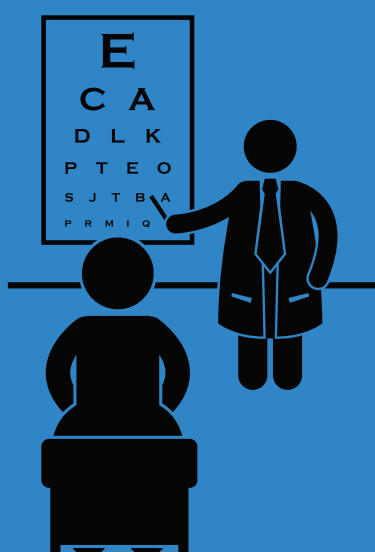
**Would you like to increase your personal awareness of your working style, preferences and strengths, or know how others perceive you?**

**Would access to 'peer' support help you through the day-to-day challenges you face?**

**Do you need to support your team through transition and change?**

**The Organisational Development (OD) team can provide individuals and teams with a wide range of support to assist in all of these areas and more!**

**Diagnose the issues...**



**Working together, we will help you identify exactly what needs to change and how you can achieve your goals, whether it's in relation to your own personal development or working with your team.**

**...prescribe the solutions**



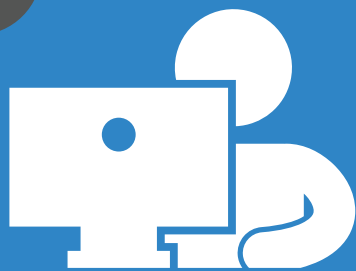
**By understanding and assessing your requirements, we will recommend an appropriate development solution from our overall package of support.**

For example, this may range from pointing you in the direction of a pre-planned team event, recommending the use of appropriate psychometric tools, hooking you up with a coach, mentor, buddy, or right through to designing and delivering a 'bespoke' solution tailored to your specific needs.

# How to access this support...

In response to customer feedback we have simplified the overall process for you, which means there are now 5 easy steps...

## 1 Request



Complete the google request form or email [organisationaldevelopment@warwickshire.gov.uk](mailto:organisationaldevelopment@warwickshire.gov.uk) with your enquiry.

## 2 Initial Assessment



Diaries permitting within a week of receiving your request we will carry out an assessment of your development needs, which may be a face to face meeting or a telephone conversation.

## 3 Recommendations



From this we will be able to make relevant recommendations for you and your team. We aim to do this within 1 week of our initial assessment conversation, and this will then be followed up to agree the most appropriate course of action for you and/or your team.

## 5 Evaluate impact



As with any development activity it is important to ensure that your original objectives have been achieved. We will agree what form this will take at the 'recommendations' stage, and within agreed timescales carry out this evaluation.

## 4 Implement Recommendations



This is where we make it happen! We will work together to deliver the agreed actions from Step 3.

*It really is that simple, so for more information on how we can support you or your team please get in touch via the google request form, the SPP page ([link to follow](#)) or alternatively email the OD team ([organisationaldevelopment@warwickshire.gov.uk](mailto:organisationaldevelopment@warwickshire.gov.uk))*

# Personalised Individual and Team Development Support Package - What's Available?

The OD team can provide both individuals and teams with a wide range of support to assist with personalised individual and team development. Based on your specific needs we will provide advice, guidance and direct you to relevant support, information or best practice. We can also commission, and sometimes design and deliver, bespoke events tailored to your specific needs.

## **The Myers-Briggs Type Indicator (MBTI)**

is a versatile personality type assessment that provides the foundation for a deeper understanding of personal motivations and group interactions. It measures psychological preferences in how people see and interact with the world, giving insight into our motivation and the motivation of others.

## **360**

**Feedback** provides a detailed and rounded picture of an individual's skills, performance and working relationships from a wide range of sources. It is a simple, but powerful method of gathering information to identify strengths and areas for development for managers.

## **The Change Buddy**

**scheme** is about sharing good practice across the management community through peer support. The role of a change buddy is to share their practical experience and knowledge, their successes and failures along the way, lessons learned and to act as a confidential sounding board. We have a variety of case studies available too.

## **A Mentor**

acts as an advisor and guide to help an individual to find the right direction; someone who can help them to develop solutions on work based and career issues. Drawing on someone else's expertise that can benefit both yourself and others as well as developing skills you don't currently have.

## **Coaching**

can play a vital part in building capacity and skill, as it targets high performance and improvement at work through development of the individual. Coaching has been defined as: 'unlocking a person's potential to maximise their performance. It is helping them to learn rather than teaching them' (John Whitmore, in Coaching for Performance, 2002)

### The Strengths

**Profile** is a self-assessment and development tool that measures 60 attributes and profiles how energising individuals find them; how good they are at them and how often they use them. Evidence shows that staff who use their strengths more will perform better at work.

### Research suggests

that it takes over 12 weeks for new teams to go through a period of transition to reach a point where they begin to create value. **Jump Start** is a tool that helps to accelerate this process by facilitating a series of discussions with managers and staff to understand where the similarities and disparities lie in their thinking and perceptions of the service.

### Work/Life Balance

#### Sessions

Enable colleagues to reflect on where their time and energy is spent and what they might do to re-dress the balance and increase their life satisfaction.

Both 1:1 and group sessions are available to book on WILMa (Code DP129)

### Move to Action

#### one-off coaching sessions

are short, timely sessions for managers to spend with a trained coach who will help them to think through an issue, e.g. the manager may need to make a decision or might want to consider their approach to an upcoming difficult conversation with a member of staff. They can be booked on WILMa (Code WFW DP190)

### Diversity

is a team development activity for teams who want to gain a basic understanding of individual working preferences and thinking styles, and how that impacts on how they work together. It can also be used to identify strengths and areas for development or to consider new ways of dealing with issues.

### Informal "Surgery Style"

sessions allow facilitators to identify delegates specific challenges which they face in managing their service areas and teams, with a focus on subjects such as, Performance Management or Managing Absence. The sessions provide clarity and initial support, with further signposting tailored to specific needs.

### "Lumination"

is a highly interactive, thought provoking coaching tool and is a great way to gain new insights and importantly steps to move forwards with a particular challenge. It can be used for personal and team development and is an excellent introduction to coaching.

Using a range of engaging activities, the 1 day **"Teamwork"** session enables team members to gain a greater understanding of each other and consider how best they can communicate and work together more effectively to improve overall performance, productivity and customer experience. By the end of the event your team will have collectively developed a plan for improvement and a set of principles for the team to work to based around the WCC six key behaviours.



**Warwickshire**  
County Council