

Personalised Individual and Team Development Support Package

In January 2016, the Organisational Development Team launched our Personalised Individual and Team Development Support Package. Here are some highlights from our review of last year.

WHY did managers seek Team Development?

Restructure / Merger of Teams

Changes in Behaviours Required

Improve Teamworking

Increase understanding of Self and Impact on others

Improve Customer Service

Improve Morale/Motivation

Poor Your Say results

Changes in Ways of Working

WHO has received support?

Communities - 19 Requests

People - 14 Requests

Resources 17 Requests



Management Teams



Team Leaders



Whole Teams



Individuals

HOW much does an average team day cost?



£700-£900

WHAT feedback have we received?

(averages, using a scale of 1 to 4)



Performance and Absence Management Surgeries

Overall Satisfaction

★★★★
3.5 (Very good)



Team Interventions

Overall Satisfaction:

★★★★
3.3 (Good)

Initial Feedback

Specific Objectives met:

★★★★
3.1 (Mostly)

Would you recommend session?:

★★★★
3.0 (Would recommend)

Impact Feedback
(after 3 months)



Individual Interventions

What level of positive impact has it had?

★★★★
3.1 (Quite High)

Quotes from our customers

'The support provided to our Business Unit from OD was invaluable. They helped us think through what we needed and organised a motivational speaker to attend our Team Day'

'I thought the session went very well, and I had positive feedback from team members afterwards.'

'Interesting insight into the group strengths and weaknesses and proved to be a good team-building exercise'

'I keep remembering I want to be my best at all times'

WHAT types of interventions have been delivered?

'Standard' Teamwork Days

'Strengths' assessments

Jump Starts (for new teams)

360 assessments

Performance and Absence Surgeries

Self Awareness and Impact Workshops

Tailored Team Days and Workshops

Support with design of internally led

Induction and Team Days

For 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