



Our behaviours:



It is a powerful, enjoyable and stimulating one day event for up to 20 people that will support you in maintaining a strong, productive team that is effective and self-supporting.

Team development is not just for teams that face specific challenges – in fact, these events are designed specifically for teams who want to be proactive about continuous improvement so that they are ready for future opportunities.

Our providers, Connect Oxford, use a range of engaging, stimulating and thought provoking activities in their events, that are designed to be positive, empowering, interactive and fun! However, they are not social events!

A word from Connect Oxford ...

Our intention is to provide your team with time and space to reflect on your service delivery, your team colleagues and individuals' impact on the team, to reflect and plan how you could work more effectively together, support each other and deliver high quality services in often challenging times.

We believe that development should be stimulating, challenging and produce outcomes so our workshops are designed to suit different personalities and styles, be 'positively provocative' and enable you to create great results that you can use back in your role.

You won't be abseiling down skyscrapers or building rafts together but instead you will have the opportunity to participate in discussions, share your views, reflect on your contribution to the team and jointly create a vision and plan for the way you wish your team to operate together in the future!

By the end of the EVENT, your team will:

1. Have had the opportunity to consider their personal contribution to the team
2. Have had the opportunity to identify and reflect on their own personality style and its impact on others and on the functioning of the team
3. Understand and appreciate differences within the team
4. Have identified how they can contribute positively to team communications
5. Take back to the workplace a personal and team plan and a commitment to work to achieve the Warwickshire 6 Key Behaviours.
6. Have contributed to the development of a Team Behaviour Agreement and agreed with colleagues about the use of this Agreement
7. Have made a personal pledge for their ongoing contribution to the team



As a team, you will have agreed how you can work most effectively together in order to deliver what your team objectives and deliverables are.

You will have:

- An agreement for how you will demonstrate the WCC Behaviours in a way that is tailored to your team, its members and its responsibilities
- Ways of understanding each other better
- Strategies for communicating effectively to create stronger relationships, less conflict and more complementary working



As a manager, you will have a team equipped with ways for working together in a more supportive way that enable them to be more proactive, able to self-manage and need less of your direct involvement in day to day communications.



As a team member, you will understand yourself and your colleagues better and develop strategies for communicating more effectively. You will have considered your unique contribution to the team and how you maintain this going forward.

Making it happen, who does what and when?

The OD team will work with you and Connect Oxford to ensure this process runs smoothly and effectively for you and the team.

In summary...

	Before the event	During the event	After the event
OD Consultant and team will:	<p>Complete an initial assessment and make recommendations</p> <p>Commission and brief Connect Oxford</p> <p>Liaise with Team Manager re: dates, times, venues etc.</p>		<p>Collate and share evaluation feedback</p> <p>Follow up 'debrief' call with team manager and Connect Oxford</p>
Team Manager will:	<p>Complete initial assessment with OD consultant</p> <p>'Preparation' call with Connect Oxford</p> <p>Brief the team on purpose of event and what to expect</p>	<p>'Top and Tail' the event to provide context and purpose of the day</p> <p>Participate!</p>	<p>'Debrief' call with Connect Oxford and OD Consultant to agree further action/support required</p> <p>Follow up 'commitments' with team</p> <p>Keep the conversation going and Team Agreement alive</p>
Team Connect Oxford will:	<p>Preparation call with Team Manager</p>	<p>Facilitate the session</p> <p>Provide relevant materials</p>	<p>'Debrief' call with Team Manager and OD consultant</p>
The team will:	<p>Understand the purpose of the event</p>	<p>Participate in discussion, activities and development of Team Agreement.</p>	<p>Follow up on 'commitments'</p> <p>Keep the conversation going and Team Agreement alive</p>

To arrange an initial assesment please complete the google request form or email organisationaldevelopment@warwickshire.gov.uk