

# Personalised Individual and Team Development Support Package

Half year summary report -  
1st April to 30th September

## We delivered:

65

Total Activities

People

12

Team  
events

18

Fire

4

Individual  
development

12

Communities

8

Coaching -  
WMCP

5

Resources

22

Coaching -  
Internal

11

## New activities available via WILMa:

x 2  
Group session  
(10 delegates)

Work-life Balance  
sessions (WFW DP129)

x 9  
Individual

x 2  
(10 delegates)

Absence  
Management  
surgeries  
(WFW MR047)

x 5

Move to  
Action  
coaching  
(WFW DP190)

## Individual development:

x 6

Strengths  
profiles

x 2

Myers Briggs  
personality  
type indicator

x 4

360 feedback

## Team events:



x 3

"Teamwork" session  
(Focus on individual impact  
and working together more  
effectively)



x 9

Bespoke/tailored  
programmes  
(eg. to support  
restructure/merger of teams;  
improve morale/ motivation;  
changes in Ways of Working)



x 2

External facilitator (eg.  
Working Together charter)



x 4

OD Consultant  
facilitated session  
(eg. Diversity colours,  
work-life balance)

## Feedback have we received

(averages, using a scale of 1 to 4)

### Team events:

Overall Satisfaction

★★★★ 3.2

Would recommend

★★★★ 3.4

### Absence Management Surgery:

Overall Satisfaction

★★★★ 4

Would recommend

★★★★★ 100%

### Work-life Balance Coaching:

Overall Satisfaction

★★★★ 3.4

Would recommend

★★★★★ 100%

## What our customers have said about the impact of team events:

Has given me greater confidence to  
question the status quo (in a positive way)  
and to suggest improvements, rather than  
shy away from commenting.

Great session, the facilitator steered us to  
come up with our own solutions to improve  
how we work together as a team. We came  
away with an action plan that we can  
continue to build on as we go forward.

This session made me think  
about how I communicate and  
what assumptions I and others  
make that can impact on the  
progress of our work

The activity allowed for all participants to  
recognise the difficulties and importance of  
communication within a team and allowed open  
dialogue about how people felt within the team

### Impact of Move to Action coaching:

It has really build my confidence and equipped me with  
some tools and strategies for handling this situation

For information on how we can support you or your team please get in touch via the  
google request form, the SPP page or alternatively email the OD team:  
[organisationaldevelopment@warwickshire.gov.uk](mailto:organisationaldevelopment@warwickshire.gov.uk)