



Insights Learning & Development Ltd.

Team Effectiveness



- How can my team continually monitor our success, so that we can constantly improve?
- Now that my team have their Insights Discovery Personal Profiles, what can we do to maximize the benefits of the Insights system in our organization?
- How do I improve cross-functional working relationships and help my teams work more closely together?

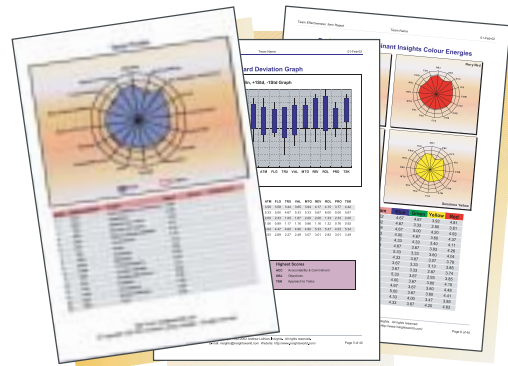
The Insights® Team Effectiveness Profile encompasses our ten+ years of experience in team development and assessment, including an in-depth understanding of the differences between high-performing and low-performing teams. This tool can be used to measure how teams are performing against critical success factors both currently and over a period of time. It can also be used to support the establishment of effective team performance improvement plans, and benchmark team performance against other teams

Insights produces several team development tools, including the Insights 360°, which can be used to assess how individuals are perceived by the team of people around them. Alternatively, teams wishing to measure their own specific criteria may benefit from the Insights Navigator Profile, which is tailor-made to match an organization's particular key performance indicators.

PRODUCT SUMMARY

- Team members evaluate the team against 16 critical success factors:

1 Decision-Making	9 Valuing Differences
2 Accountability & Commitment	10 Trust
3 Vision	11 Meetings
4 Communication	12 Review Of Processes
5 Creativity	13 Roles & Responsibilities
6 Involvement	14 Problem Solving
7 Atmosphere	15 Approach To Task
8 Feelings	16 Objectives
- Produces a comprehensive analysis including norming of industry and team types
- Can be delivered by Insights or in-house facilitators
- Allows the team to focus on exerting effort in improving those areas deemed most vital to the achievement of their objectives and to celebrate success
- Enables the team to reach the 'norming and performing' stages of teamwork at an early stage
- Encourages a supportive and understanding team culture
- Enables benchmarking with other internal or external teams
- High-impact, visual style which can be quickly and easily understood and translated into action



What Our Clients Say About Insights Team Effectiveness

"The process has been a rich source of information during the gap analysis phase of our project. The development we are undertaking has been underpinned by the alignment of the Insights tool with our own global leadership model. Its uniqueness lies in the "new language" we have all adopted readily to describe our behaviours, beliefs and values on an ongoing basis. The facilitation and delivery has been excellent."

Peter Gash, 3M Corporate

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