

Team Development

Are you ready to invest in your team?

We work with an inspirational and interactive model consisting of the *Motivational Leadership* and Harrison Assessments (HA) analysis. HA is the only evaluation tool that utilizes the power of paradoxes. A paradox is the result of integrating two seemingly contradictory behaviours that both contribute to an individual's success.



A parallel process

The Individual Coaching in *Motivational Leadership* is complemented by interactive group meetings in a parallel process. Status analysis, insights, tasks and priorities are tuned into the group and crystallized into concrete agreed action steps, leading to efficient team development. All activities interact i.e. the individual coaching serves as a preparation for team coaching. The work together in the group consolidates the group, one learns and supports each other. The HA analysis also reveals deep-rooted insights that will be able to accelerate or hinder performance in relation to each other in the team.

HA anticipates how the team:

- communicate, influence and lead
- counteracts or manages changes
- deal with conflicts
- plan, organize and much more

By using the results of this analysis and our *Motivational Leadership* training program, we can very well see what areas you and your employees should focus on and what goals you and your employees would like to achieve.

Comments from inspired customers:

- "This team exercise is a prerequisite for developing a group"
- "The format is interactive which is positive"
- "Team training provides the basis for an open discussion as such"
- "Awesome good and interesting, when do we talk about these issues otherwise?"
- "Shows broadly how the group is, which means that improvement areas can be found"

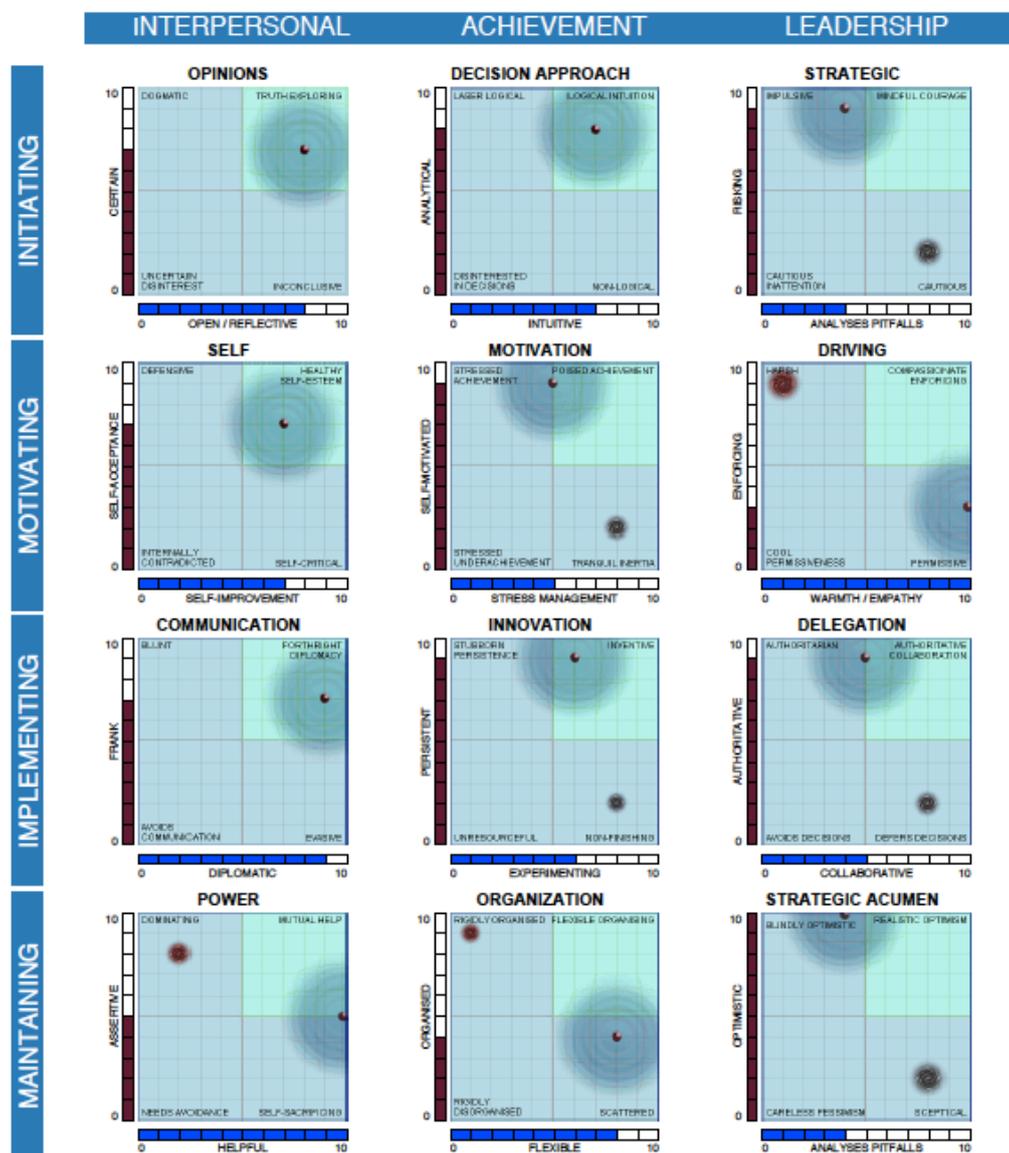
- The only assessment that harnesses the power of paradox.
- Paradox is the result of integrating two seemingly contradictory behaviours that both contribute to an individual's success.
- Individuals with balanced paradoxes are more likely to succeed.



Paradox Graph

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For BIZNIZ TOOLS

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The result of the analysis is then used throughout your development process.

The analysis begins with that you fill in a web-based questionnaire, *Smart Questionnaire*™ which results in a report that we review in the first individual meetings.