

Mastering the Paradoxes of Team Behavior

OVERVIEW

The interaction of personal behaviors between individuals is what ultimately determines team effectiveness. Talented people work cooperatively at times, while at other times conflict and frustration pervade and team performance is sub-optimized. While many resort to traditional team-building activities to solve team dysfunction, there is much more leverage in team members gaining an understanding of how their individual behavioral traits interact with each other. Using the Harrison Assessment Profile™, team members identify the paradoxical traits of their own behavior and see how their behavior patterns interact with the patterns of other team members. Through case study and guided discussion, team members assess the team behavior patterns against templates for communication, decision making, innovation, risk taking, motivation, power, leadership, accountability, strategy, and organization. Teams are able to focus the strengths of individual members in more productive ways and leverage the specific talents of individual members toward goal accomplishment. In this way teams become more proficient at self-management and adopt a process for resolving conflicts and disputes. When teams come to understand the underlying nature of their individual relationships within the team or work group environment they can take responsibility for continuous improvement for team performance; moving from being "reactive" to being focused, effective, and action oriented.



GOAL

Provide the self-assessment and self-management skills that enable teams to self-manage their working processes and leverage the individual talents of team members

BUSINESS RESULTS

- Identify the behavior traits of individual team members that will help or hinder group effectiveness and performance
- Leverage the strengths of team members toward specific performance outcomes
- Identify actions to improve team decision making, problem-solving, and innovation
- Foster improved relationships between team and/or work group members
- Techniques that will make managers more effective with other people, immediately and permanently