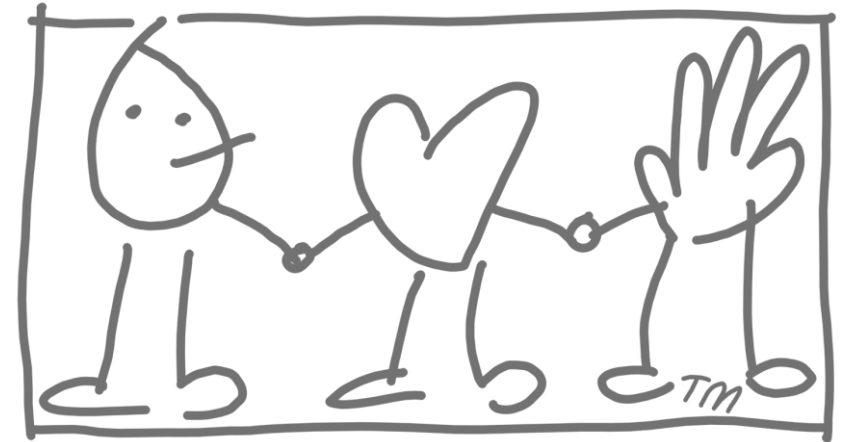




Team development

Approaches, models and methods for results

Lars Mersh Leadership_



Team development – four scenarios

#1 Change in the team and the core tasks

New team members come on board, existing members leave and the strategic core deliveries change

We often view teams mechanically – we exchange members 1:1 and expect that we can continue the same way and at the same speed.

All changes in team members or core deliveries require a pitstop to redefine the "us", interpersonal relationships and deliveries.

#2 The project team and leading change

The project must succeed in line with the objectives – and each project must lead to a change in behaviour and results

Projects must lead to change. This requires good project management, change leadership and leadership of the core change team.

Projects end when the project plan has been implemented. Resources are then allocated to new tasks. The focus on change and ROI must continue to make sure the efforts and costs were worth it.

#3 Maintaining the well-performing team

The team works well and results are good – that's why we invest in keeping that going

No situation is static – there is always change, either slow or fast. Business focus and team fitness must be evaluated and practiced continuously.

No sports teams play matches all the time – they train, evaluate and reconstitute. This is something the business world can learn from.

#4 Revitalise the team and handle conflict

The team has been pushed for too long, performance is declining and interpersonal conflicts are rising

When the situation is unacceptable – regarding results, cooperation or both – there's a need for immediate action. Without it, the risks are high. You may lose the valued colleagues that you relied on to get back on track.

Most teams can be revitalised through a focused and persistent effort.

The four scenarios are examples – the reality for your team could involve other combinations or elements

Knowledge | Passion | Action

Individual focus

Developing team members and the team through their personality and preferences

The idea is to know yourself better and share this with the team. The basis is the acknowledged *Insights Discovery tool* that captures the individual in depth and discovers the team roles that all teams must master. The team will gain a shared understanding and reference to continue its development.



Insights wheel with the eight basic types+

Team focus

Developing the team and its members through the team performance model

The basis is the recognised approach of *The Five Behaviors* by Wiley and Lencioni. Tools, measurements and processes support the development process and daily teamwork. The team will gain a shared understanding and reference to continue its development.



The Five Behaviors model, Wiley og Lencioni

Direction and strategy

Strategic development and results through collective leadership

The idea of collective leadership development is based on DAC (Direction - Alignment - Commitment). Through research and practice, DAC has proven its worth when a whole organisation must commit to a shared direction and aligned cross-organisational collaboration.



DAC – collective leadership for results, CCL

The toolbox+

Targeted actions to maintain and develop specific strengths and skills

My toolbox covers competences in coaching, change leadership, conflict handling, motivation, stress, 360° evaluations, sales and strategy development and communication, incl. measurements. I also collaborate with other specialised consultants.

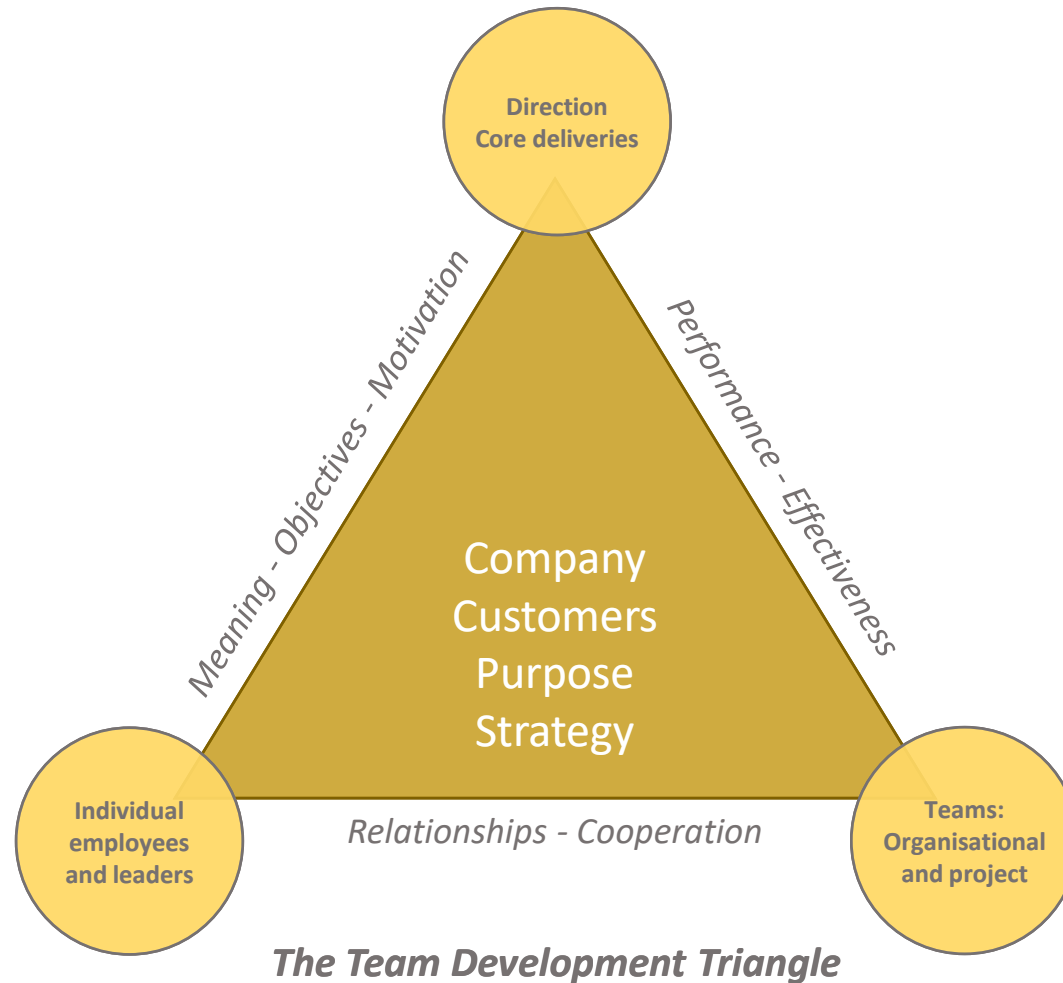


All approaches and tools can be combined and tailored to needs, ensuring the most effective development of your people and team

Team development

Focus areas and connections

The Team Development Triangle
is your guarantee that the focus is always the needs of your company, team or project and individual employees and leaders



Contact

Contact me for an informal chat about your company, objectives and ambitions.

I have more than 25 years' experience in leadership and business development in Denmark and globally, primarily within Grundfos.

Together, we reduce complexity, so you can make the right decisions and set the direction for the desired development.

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All approaches can be tailored to your company

Contact me for an initial suggestion