



“From individual talent to group effectiveness... How do you streamline a team’s performance?»

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PerformanSe

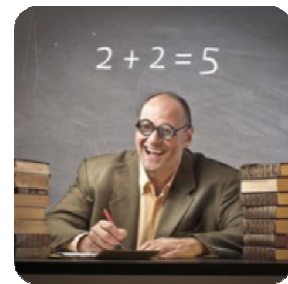
Behavioural and cognitive competence assessment solutions for use in professional settings

- 25 years of expertise
- 200000 online tests per year
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Programme

1. Objectives of the Te@m-Booster process
2. Contexts of Te@m-Booster use
3. Our commitments
4. Principles of group effectiveness
5. Methodology and materials used
6. Questions? And answers...



Does collective Performance hinge on cohesion?

**Does the level of team cohesion
(working with 2 to 15 people) benefits
its performance?**

YES



NO

Group Performance hinges on cohesion... but not always!

**Does the level of team cohesion
(working with 2 to 15 people) benefits
its performance?**

YES

Because solidarity is strengthened, the atmosphere is better, the level of trust is higher and the expectations shared to a greater extent

NO

Because the group sets its own standards for productivity, relaxes its vigilance and establishes a balance, a stability and a comfort level which can impede innovation and the achievement of objectives

Source: "The fundamental concepts of social psychology" - Fisher -Edition Dunod

Group Performance and Management

How many employees feel that their managers have underperformed in their managerial practices?

19%

70%

47%

Group Performance and Management

19%

47%

70%

For the following reasons:

- Little or no feedback
- A lack of solidarity and support
 - A lack of acknowledgement
 - Clarity of expectations
- Insufficient sharing of information

**=> Link to
well-being at work?**

Source: Survey of 450 employees in 8 European countries

Make a “fair” and objective diagnosis

You want to:

- Know a team
- Understand its dynamics and its expectations in order to better train it
- Streamline & ensure the consistency of the management with the strengths and areas for improvement of the team
- Consolidate the talent towards a common goal
- Develop synergies and collective action
- Manage downtime and anticipate crises
- Engage your teams

>> Discover Te@m Booster...



Context of use and Interests

- A new manager taking a team under their wing
- Leading a team through a transformation phase
- Preparing a team for a new organisation
- **For the manager who must:**
 - Take the measure of their (new) team
 - Avoid blunders due to a lack of understanding of context and of two-way relationships
 - Rapidly establish or re-establish a work dynamic
 - Identify group and individual challenges which are often not obvious
- **For the team which is often**
 - Worried about a change (of manager and often of organisation)
 - Conditioned by prior experience and often erroneous representations of a new leader



Our commitments

The success of the intervention depends on:

- Data protection
- Transparency
- A relational approach
- An approach based on the pivotal role of the Manager
- The express desire to make a diagnosis



Objectives of the Team Booster approach

Team Booster aims

- To identify the drivers of effectiveness and a streamlined collective performance for the manager, their team and in the work context
- To suggest a dynamic management format adapted to the manager and their team



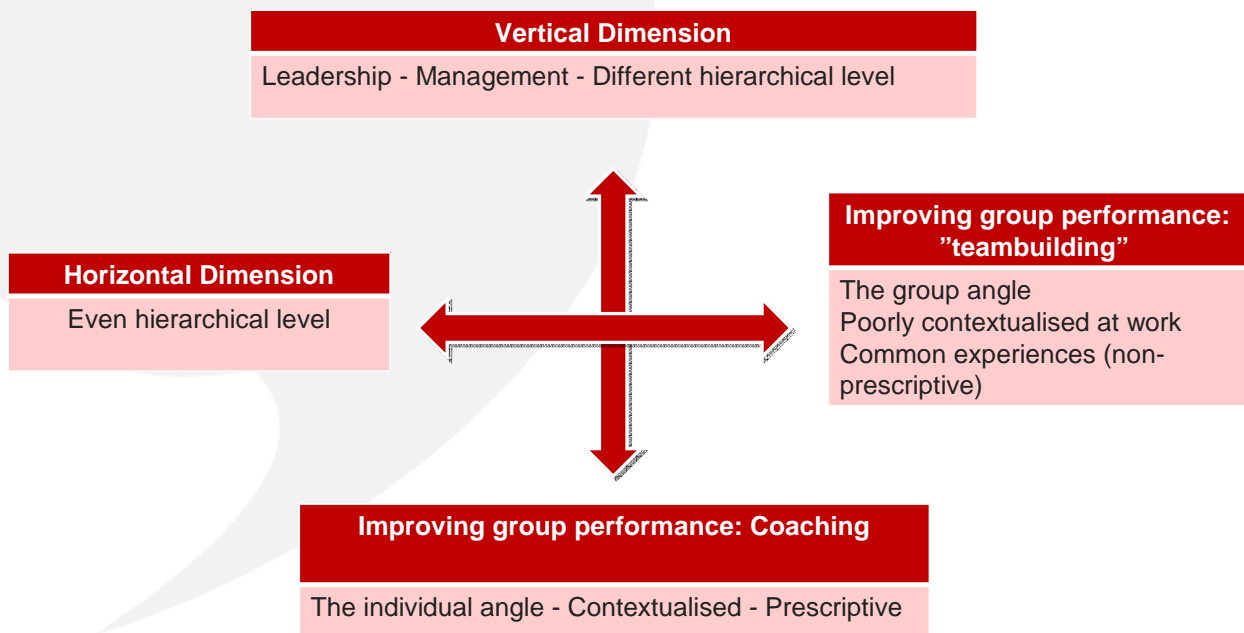
Is yesterday's group the group of today?

Before	Today
<p>Stable factors:</p> <ul style="list-style-type: none">• Goals• Roles• Tasks <p>Types of team</p> <ul style="list-style-type: none">• Decisions• Action• Production	<p>Environment + fluid, + dynamic, + complex</p> <p>Dynamic team composition:</p> <ul style="list-style-type: none">• Frequent team changes• Belonging to more than one team• Flash team: a team for an occasion <p>Technology, distances, time frames</p> <p>The empowerment and “delaying” of teams: shared and/or delegated responsibilities</p>

“The fundamental nature of teams has been changing”

Source: Tannenbaum, S. I., Mathieu, J. E., Salas, E., & Cohen, D. (2012). Teams Are Changing: Are Research and Practice Evolving Fast Enough? *Industrial and Organisational Psychology*, 5(1), 2-24.

The group: The two outlooks for improving on yesterday



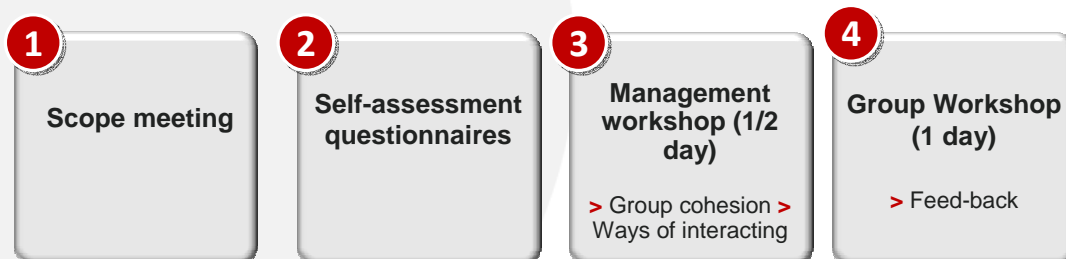
The group: Outlooks for improving on today

Te@m Booster...

- The vectors of cohesion : Influence / Communication / Activity
- The sources of tension: Conflicting goals, rules and decisions
- Team efforts
- Managerial stances



Te@m Booster : a dynamic system



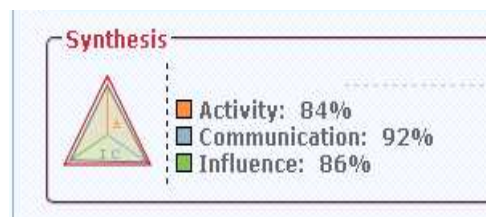
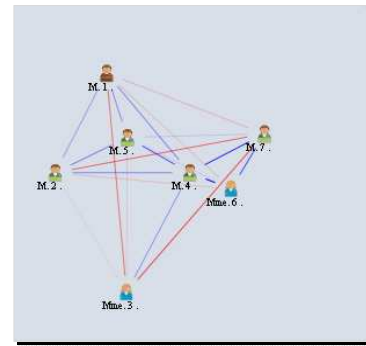
A balanced, reliable and constructive approach which allows the manager to take control of their managerial function

- > A system of reliable and objective simulation
- > Taking into account specific needs and challenges
 - > An involved feedback mechanism
- > Well-planned and secure managerial guidelines

Management Workshop

1. Group presentation

- Understanding the dynamic of relationships between team members beyond the scope of status and organisation
- Anticipating group dynamics in exceptional circumstances and times of change (what to rely on, sources of tension?)
- Investigate and observe configurations on three axes: **activity, influence and communication**
- Develop hypotheses regarding the constitution and modification of a group
- Simulations of crisis-time relations

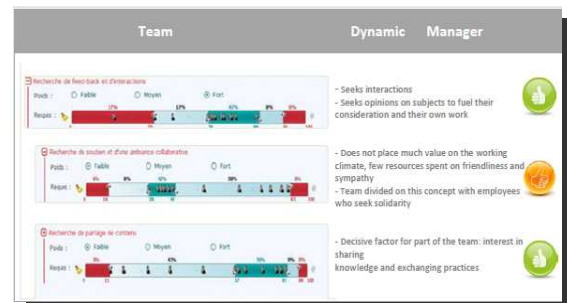


Theories of group dynamics (Lewin) and sociogram (Moreno)

Management Workshop

2. Managerial stances and group efforts

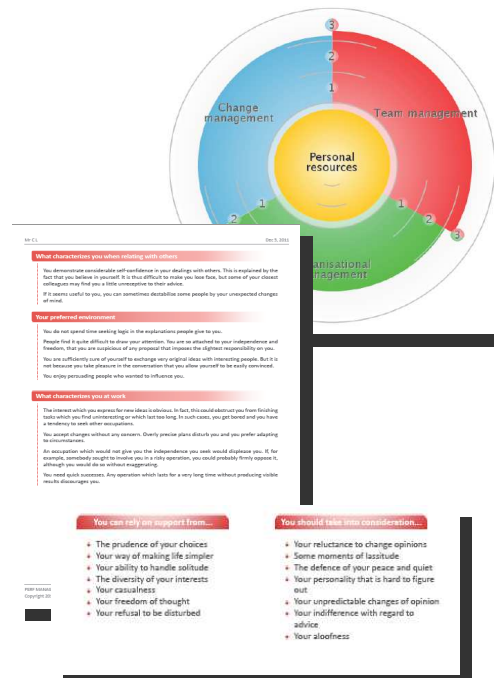
- Understanding group efforts
 - Sharing know-how and understanding
 - Seeking new challenges.
 - Seeking feedback and interaction
 - Seeking security
 - Seeking means and timescales
 - Seeking support
 - Seeking the freedom of actions
- Creating a common plan
Manager / Group



Management Workshop

3. The Manager's Personal Resources and axes of development

- Enabling the manager to better understand their own way of functioning
- Giving the manager a deep and objective understanding of the characteristics of their group
- Enabling them to prepare to assume their role whilst taking into account team efforts
- Developing or encouraging a process of questioning their position in relation to the team





Q & A





Thank you for your time!

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