



Teams > Our thoughts / some ideas

Teams are changing. The stable 'intact' team still exists but has been joined by more fluid project teams and more distant virtual teams. Team members may include full time employees, part time employees, contractors and outsourced associates. The dynamics, communication and relationship issues become more complex.

Research shows that in most cases the results of a collaborative, high performing team will outperform the sum of the individuals' results. But this seems counter intuitive, given that many organisations set individual targets and incentivise people with large elements of carrot and stick. And how can teams work properly when its members are geographically spread or aren't even employees of the organisation?

Teamwork isn't the universal answer for every organisational goal – but there are many, many occasions when turning a group of individuals who just happen to work together into a performance focussed team can have dramatic affects on productivity. And this can be a brave move – putting the team goals ahead of personal targets takes a real leap of faith.

We work with all sorts of teams - disparate groups, intact teams, virtual teams and management teams, in order to install processes and approaches that can transform productivity.



>> Teams > Team Skills