



Mind Matters Training
Creative Thinking.....
.....Innovative Results

Mind Matters Training

Belbin® Team Roles

Understanding why teams succeed or fail!

Introduction

Mind Matters Training has designed a one day or two day programme based on the internationally recognized Belbin® Team Role construct.

Application of the Belbin® team role theory in the work environment allows organisations to “balance” team membership so that each individual can contribute most effectively to the success of the team. Where teams do not have this balance, they are likely to lack core attributes that are mandatory for success.

Learning Objectives of Programme

This programme will allow participants to:

1. Gain an appreciation of the nine Belbin® Team Roles;
2. Determine the factors that constitute a balanced and successful team;
3. Conduct a Team Role Audit to analyse the strengths and possible weaknesses of a team;
4. Design strategies to balance an unbalanced team.

Workshop Topics

The workshop covers the following topics:

- Defining the six crucial factors that constitute a balanced and successful team
- Discovering the history of the Belbin® Team Roles and their psychometric validation
- Defining the Belbin® Team Roles
- Understanding the nine Belbin® Team Roles and the importance of each to the performance of a team
- Characterising the participant’s unique contribution to the team
- Debriefing the participant’s personalised Belbin® Team Role Report
- Identifying Team Role behaviour in the work environment via the Belbin ® DVD “Fire, Toast and Teamwork”
- Understanding the “allowable weaknesses” and “non-allowable weaknesses” of each Team Role with a view to tolerance within the team

- Understanding possible sources of friction through Team Role opposites
- Conducting a Team Role audit of a team
- Determining the strengths and possible weaknesses within a team
- Balancing a team to provide the best option of success
- Applying strategies to transform a team beyond this workshop
- “Building the Perfect Team” Belbin® DVD
- Case Study 1 – finding the cause of (and remedy for) a team’s lack of harmony
- Case Study 2- eliciting the cause of (and remedy for) a team’s lack of productivity
- Developing a project team using Team Role methodology
- Cementing the learnings of the workshop - Belbin® Team Game “Contribute”

Target Audience

Any person who is part of a team. Any person who is a manager or who is going to manage a team in any setting.

Methodology

This session will employ a combination of adult learning strategies which are interactive, enjoyable and memorable. Included in the workshop are 3 licensed team activities to enhance the learnings from the programme. Each attendee will receive a 38 page workshop manual and a 14 page Belbin® Team Role Report.

Programme Leader

The program will be conducted by **Peter Twist**, an accredited Belbin® assessor and facilitator.