

Building a Shared Team Vision

An ongoing reorganisation at a global IT hardware and services provider had led to changes in leadership and team membership within major European markets. The new team leaders wanted to examine team relationships and develop a shared agenda that all members of the team could understand, engage with, and communicate locally.

The culture of the organisation and the teams concerned meant that inviting participation and input was a new step. Many were used to doing the best they could with the hand that corporate HQ dealt them, and found creative workshops exciting, but rather challenging. Team members also had reservations that what was agreed off-site would be 'lost in translation' back at HQ.

Barker Dewson explored team dynamics using the SHL OPQ32i Team Impact report, together with individual feedback, where required. Small group activities and open discussion allowed the team to create a shared vision, which translated into team and corporate objectives that could be communicated locally.

Whilst the management by objectives approach was familiar, the vision was totally new, and opened a new series of initiatives and opportunities to develop the business and make the contribution of the team more relevant and exciting.

One delegate commented...

"I have had enough of these team off-sites, so my expectations were low. But the last three days has been so powerful – and so unexpected – that I have decided to remain with (the company)."

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