



define

assess

**develop**

manage

**your leadership talent**

# team dynamics.

as part of OIM's integrated leadership talent offering

With the vast difference in personal preferences and work styles, we understand that team dynamics can be a challenge and negatively affect business performance.

OIM helps team members to better understand one another's strengths, how the behavioural strengths in the team complement each other and how to adapt to various personal preferences.

The result is a collective focus on and common understanding of team goals.





## OUR OFFERING

OIM uses the well-known Insights® methodology to facilitate learning in an entertaining way. This offering includes:

### > Online assessments

To determine each team member's natural behavioural preferences, strengths and development areas.

### > Individual sessions

To provide feedback on the reports that have been generated.

### > Facilitated team sessions

To deepen understanding, practise communication skills, gain a collective focus on team scorecards and improve team performance.

Optimising  
the  
performance  
of teams



### > Key business benefits

#### Effective teams whose members:

- Understand their work preferences, strengths, motivations and development areas.
- Understand what each person brings to the team.
- Understand how to complement the strengths of others.

- Provide better support for one another in achieving interpersonal and organisational goals.
- Have better communication and interpersonal skills.
- Better understand their internal customers and how to relate to them.

**Leaders who are better equipped to lead teams and use individual strengths to support team performance.**



## SOLUTION OVERVIEW

### > Typical process



### > Solution format and material

- **Assessments:** Online Insights® questionnaire to be completed by each team member. Timeframe: About 40 minutes
- **Feedback and reports:** Each team member receives an individual profile report and a feedback session. The team leader or line manager is provided with the individual reports, along with feedback on each team member and a talent wheel mapping the preferences of the team overall.

Timeframe: About one hour per feedback session

- **Facilitated team sessions:** Trained talent specialists offer these workshops for all team members using a range of experiential learning methods, including individual and group exercises, games, teachings and role play.

Timeframe: One or two days

### > About the methodology

- The Insights® methodology has been used for more than 20 years in organisations worldwide.
- It helps people to learn about themselves and others in a practical, results-driven way using colours and fun exercises.
- Based on Jungian typology, the methodology is industry, language and culturally fair.

### > Our team interventions

OIM offers the following packages in team dynamics:

- A standard intervention with online profiling, feedback/reports and two team sessions.
- A customised team intervention that focuses on a specific development area or areas.
- Follow-up sessions to maintain momentum and help teams through the initial learning curve.



## THE OIM DIFFERENCE

- OIM's leadership talent team comprises registered industrial psychologists and organisational development practitioners with experience in talent management, team dynamics and leadership development.
- We have successfully conducted team interventions in a range of industries, including retail, finance, manufacturing, fast-moving consumer goods and mining.
- To optimise results, we prefer to conduct team interventions in the context of your business strategy and other organisational performance improvement initiatives.
- Our team offering can be seamlessly integrated with other aspects of OIM's comprehensive performance methodology.

