

# MAXIMISING TEAM EFFECTIVENESS



## Why Team Emotional intelligence Matters

Companies are striving to become more agile and customer-focused, with organisations shifting their structures from traditional, hierarchical models towards interconnected, flexible teams with a growth mindset. Teams are continually evolving and need to have the skills and mindset to deal with complex, ambiguous and volatile market conditions.

In fact, organisations are becoming a team of teams, where everyone is expected to step up as a leader at different stages. The key to high performing teams is to create high levels of trust, openness, commitment and accountability.

Teams are vitally important to organisations because they offer the chance of getting more from the collective efforts of employees. When teams dynamics 'click', we can transform the efforts of individuals through collaboration.

Teamwork remains the one sustainable competitive advantage that has largely been untapped.

Patrick Lencioni

## How the Team EIP can help

The Team Emotional Intelligence Profile (Team EIP) is a powerful diagnostic that measures a group's shared Emotional Intelligence. The growing importance of group-based activity in the workplace means that the Team EIP is appropriate to use with any teams which need to perform at their collective best.

The Team Emotional Intelligence Profile (TEIP) can be used to:

- Build healthy foundations in newly forming teams
- Resolve the interpersonal blocks causing the team to be in conflict
- Provide the clarity needed to move from good to great performance
- Build Trust, accountability and effectiveness of the team
- Maintain team performance through an annual 'health check'

## Overview of the Team EIP

JCA Global's Team EIP provides teams with a 6-box model of how emotionally intelligent they collectively view themselves as a group. Each member of the team completes the Team EIP questionnaire giving their experience of being part of the team. The Team EIP framework shows that:

- Team members who positively value and respect each other (climate) are more likely to be open and attentive towards one another (Openness) which will lead to strong and effective relationships (Collaboration).
- A team that is united by a shared belief and confidence (Morale) will be more motivated and engaged in whatever it is doing (Motivation), thus helping the team to perform well and achieve what it sets out to do (Effectiveness).

### Team EIP Framework

	TEAM RELATIONSHIPS	TEAM INTELLIGENCE
BEHAVIOUR	Collaboration	Effectiveness
FEELING	Openness	Motivation
ATTITUDE	Climate	Morale

Source: JCA Global

The Maximising Team Effectiveness Programme is an engaging and interactive one-day workshop in which you will explore your Team Emotional Intelligence in order to develop and enhance your team effectiveness and perform at your collective best.

## Programme Objectives

- Build and strengthen relationships within the team
- Debrief of Team EIP report to provide a framework for the current team dynamics
- Raise awareness of how the team perceives its current effectiveness, strengths and blockers
- Learn practical tools to develop a more emotionally intelligent team
- Undertake experiential learning activities to highlight team behaviours in action
- Improve team performance by increasing openness, trust and accountability

## Programme format

This is a one day programme combined with the completion of a Team Emotional Intelligence profile report. The programme includes prework activities full-colour workshop materials, with key models for use back at work. The range of Developing Emotional Intelligence programmes have been created by JCA Global, a team of organisational psychologists with over 25 years experience in developing and delivering Emotional Intelligence programmes and tools and working with organisations to develop EI and improve performance. This programme has been created to raise awareness of the 16 scales of your emotional intelligence. It explores how your attitudes and feelings link to your performance.

## Who Should Attend?

Those wishing to build and develop the team dynamic and effectiveness.  
This workshop is particularly relevant to anyone moving into or currently in a management or leadership role.

**Website:** [www.foresightcd.com](http://www.foresightcd.com)

**Email:** [fiona@foresightcd.com](mailto:fiona@foresightcd.com)  
[alan@foresightcd.com](mailto:alan@foresightcd.com)

**Phone:** 085-1744378 / 087-1320644

**Facebook:** @foresightcd

**Twitter:** @foresightcd

