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Belbin will boost team performance and culture

A Belbin team profiling workshop can take organisational performance and culture to the next level, according to professional corporate trainer Anita Kropacsy from Corporate Challenge Events.

"Profiling is about the greater understanding of yourself, your staff, how your team can work more effectively as a unit and what else you may need in your team," said Ms Kropacsy.

"It highlights what motivates people in their work, how they are most likely to behave in different situations, how they prefer to communicate and diffuse conflict, and how they are likely to react to change.

"Profiling can provide the platform in the formation of a team that has an effective balance of people."

Mr Kropacsy said an immediate result of profiling is that team members learn to value and respect each other for what they each bring to the team.

"It shows them how each person is critical to the balance of the team which develops trust, accountability, support and the team performing at its optimum," she said.

"Plus, knowledge is power! It makes sense that a team with the knowledge from profiling will perform better than a team formed purely on skillset and qualifications."

Ms Kropacsy believes one of the best models used today for profiling is Belbin.

"I find Belbin extremely effective in identifying who is needed on a team to get a specific outcome in the fastest possible time with the right amount of people.

"There is speed dating for relationships, this is speed profiling for team performance.

"Belbin uses simple language and symbols to make the theory easy to remember and enables people to quickly understand and apply it to everyday tasks."

According to Ms Kropacsy, Belbin team profiling is beneficial in team development, people management, staff retention and change management.

She explains that a basic Belbin team profiling workshop will take between three to four hours and result in the development of a plan for higher team performance.

"Prior to a workshop, participants complete an online self-perception profile as well as the option of a 360-degree profile which includes feedback from up to six people that participant works with.

"At the workshop, coaches review the personal profiles and lead a discussion on how the current way that each person works fits with everyone else.

"The team is then mapped to identify where it's strong and where there are weaknesses or blind spots in performance.

"A plan is then put in place to form or adjust the team for optimum performance."

Corporate Challenge Events is a specialist in Belbin team profiling, corporate training and team building as well as a professional corporate events planner in Australia and New Zealand.

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