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Creating an effective workplace team in 2018

Having a skilled, functional and cohesive team is vital for business success in 2018.

According to Anita Kropacsy of Corporate Challenge Events, this means having people who can work well together, complement each other's strengths and weaknesses, fit within the culture of the organisation and are clear on what they are working towards.

So how does an organisation achieve this?

Ms Kropacsy, an experienced corporate training manager and coach, has provided three tips to create an effective workplace team.

1. A Belbin team profiling workshop

"Team profiling helps people to fulfil their potential in a team by identifying their key strengths and allowable weaknesses. It also helps leaders put the right people in the right teams based on not only skills but also behavioural traits. Profiling provides the intel on how the team as a whole can cover for each person's weaknesses, which is what I call 'allowable weaknesses'. An individual will still have a weakness, but this is made up by someone else's strengths in the team. According to Belbin theory, every successful team has nine key behaviours present which are called team roles. A [Belbin team profiling workshop](#) will identify what team roles each person in the team prefer to adopt. And importantly, a report will be compiled on what the team has, what the team needs and how everyone can work more effectively together."

2. Regular team building activities

"Regular and [fun team building activities](#) should not be undervalued because they allow everyone to connect or re-connect with each other on a more personal level. We can get so busy in our everyday work lives that it can be easy to overlook committing the time for everyone to learn more about each other. It's not about being social, it's about understanding and appreciating the people you work with. Team building allows people to forget hierarchy, connect with each other and work on important team skills such as leadership, communication and problem solving. It's important that team building is a regular occurrence, not just a once-off, to rejuvenate, reload and reconnect people to each other and the goals of the organisation."

3. A FISH! culture training session

"A [FISH! culture training session](#) allows everyone in the team to explore how to create a great culture whilst utilising everyone's strengths and passions. It is an extremely effective culture program because of its simplicity. Complex culture change programs can fall flat because they are so difficult to comprehend and apply. FISH! is so simple and easy to remember because it all boils

down to four key practices which apply to all levels of staff. When everyone applies these practices, the results are remarkable. It will help any business improve morale, customer service, teamwork, trust and retention, with results often immediate.”

Corporate Challenge Events is one of the leading corporate training providers in Australia and New Zealand, specialising in executive coaching programs, team building activities and culture development workshops.

Visit www.corporatechallenge.com.au or www.corpchallenge.co.nz

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