

Successful Belbin assessments

Description

Why are some teams better than others? Thanks to their ability to exploit the complementarity of profiles, says Meredith Belbin, designer of “team roles”. His method will allow you to understand team roles and boost team confidence and performance.

Course Content

Belbin® Team Roles Method

- Method history
- What is a successful team?
- Systemic approach to team performance
- Belbin®: benchmark tool for team performance
- Presentation and characteristics of the 9 team roles

Belbin® individual profile

- Identification of his strengths and points of vigilance in a team situation
- The contribution of teammates
- Appropriation of the report on the restitution of the results
- The self-perception audit associated with the evaluation of observers
- Marked example of a team role
- Discovery of his profile: his preferential roles as a team

Deepening of roles in the Belbin® team

- Understand the behavior of team members
- Vision of teamwork by each of the roles
- Individual talents associated with several roles
- How do our favorite roles translate into our behaviors?

Application of the Belbin® model to the collective

- Team dynamics with Belbin® team roles
- Identification of the team's strengths and points of vigilance
- Application of the model in the constitution of the team
- Application of the model to project management
- Analysis of roles in change management

Leadership model

- Role of leadership in the Belbin® model
- Team maturity levels
- Team roles management
- Strategies for applying the method to boost performance

Lab / Exercises

- Sharing experiences
- Subgroup reflection
- Role play game
- Application exercises and case study

Documentation

- Digital courseware included

Participant profiles

- Managers
- Team Leader
- HR staff

Prerequisites

- No prerequisites

Objectives

- Know your own team behavior better
- Identify your leadership style
- Develop an effective leadership style
- Increase the level of trust between team members
- Boost the performance of its teams through complementarity
- Develop transversal management

Niveau

Fondamental

Classroom Registration Price (CHF)

1300

Virtual Classroom Registration Price (CHF)

1300

Duration (in Days)

2

Reference

TEAM-BEL