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Belbin Team Roles Assessment (1 or 2-days)

What makes each one of us tick? How can we accept each personality type and understand each other's strengths? How can we avoid conflict within team members and add value to strengthen the team even further?

We can help your team identify how to become more effective. We can also put together a team effectiveness coaching programme that will involve establish a strong foundation for the team development.

We can ensure that you will:

- Develop a collaborative working environment
- Challenge the status quo and the issues that have been danced around
- Give each other effective feedback
- Develop greater understanding of each other's behaviour and approach
- Take interest in each other's development
- Have robust debates of issues, and avoid "group think"
- Move from "silo" approach to cohesive teams
- Hold highly productive and focused meetings
- Develop a team with the awareness and capability to "self coach"

The Belbin team roles assessment will provide each team member with:

- A better understanding of one another, and our preferred roles
- An opportunity to complete a series of tasks to achieve a team goal whilst utilising the strengths of all team members

The Belbin Questionnaire:

As part of a facilitated team-building event, we ask all participants to complete the online Belbin Team Roles Questionnaire to ensure accurate self-insights can be conveyed on the day.

Once the team member has completed the questionnaire, an automated report will be produced for self-review.

The Belbin Reports

- **Self Perception Inventory:** As the name suggests, this report is compiled on the individual's perception of how they work within a team and their preferred clusters of behaviour.

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- **Self and Observer Assessment:** This report is compiled based on the individual's self-perception of how they work in a team along with up to six colleague's observations. It can be very helpful in raising individual's self-awareness and self-esteem when managed effectively.
- **Team Report:** This is very useful in helping the manager of the team understand the whole of the team dynamics and predicts how the team will work together. Ideal for using with a new team to help the manager identify the steps he/she may need to take to enhance the team's overall effectiveness.
- **Counselling Report:** This is an ideal report for managers wanting to receive feedback and advice on adopting the most appropriate management style that will best fit with their team role strengths and allowable weaknesses. The report is based on the participant's top two preferred team roles

If you require any specific leadership and management skills to suit your specific needs, then we can tailor-make the training just for you. Just call us on our number 087 123 76 767 for a chat.

What others have said about these courses:

"A must if you want to understand yourself and others and recruit the right people!"
Claire Raynes, Team Director, First Solutions

To find out more about this course or to enquire about prices, training dates and locations, please contact us on **0871 237 6767 or email us at info@arivu.co.uk**

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