



Team development

Your passport to success

Teams matter

Many of us work within teams – but do we really understand the dynamics that make them function, or that can hold them back? Individually, we might feel loyalty, indifference, or even hostility towards the people we work with. These things matter. Not just for the quality of our own working lives; crucially, they're fundamental to the eventual success of a team: whether it delivers results, and how much it contributes to the organisation as a whole.

At OPP, we understand the undeniable link between team dynamics and an organisation's success. High-performing teams are exciting and fun to work in; people understand each other implicitly. Such teams are efficient, productive and innovative, and they don't just solve problems – they constantly create better ways of working and serving customers.

With the right investment, an okay team can become an excellent team – and the results of understanding team dynamics can be very inspiring: greater engagement and commitment, lower turnover and more creative innovation. These are destinations that great organisations aspire to reach – and team development is what gets them there.

What a difference an expert makes

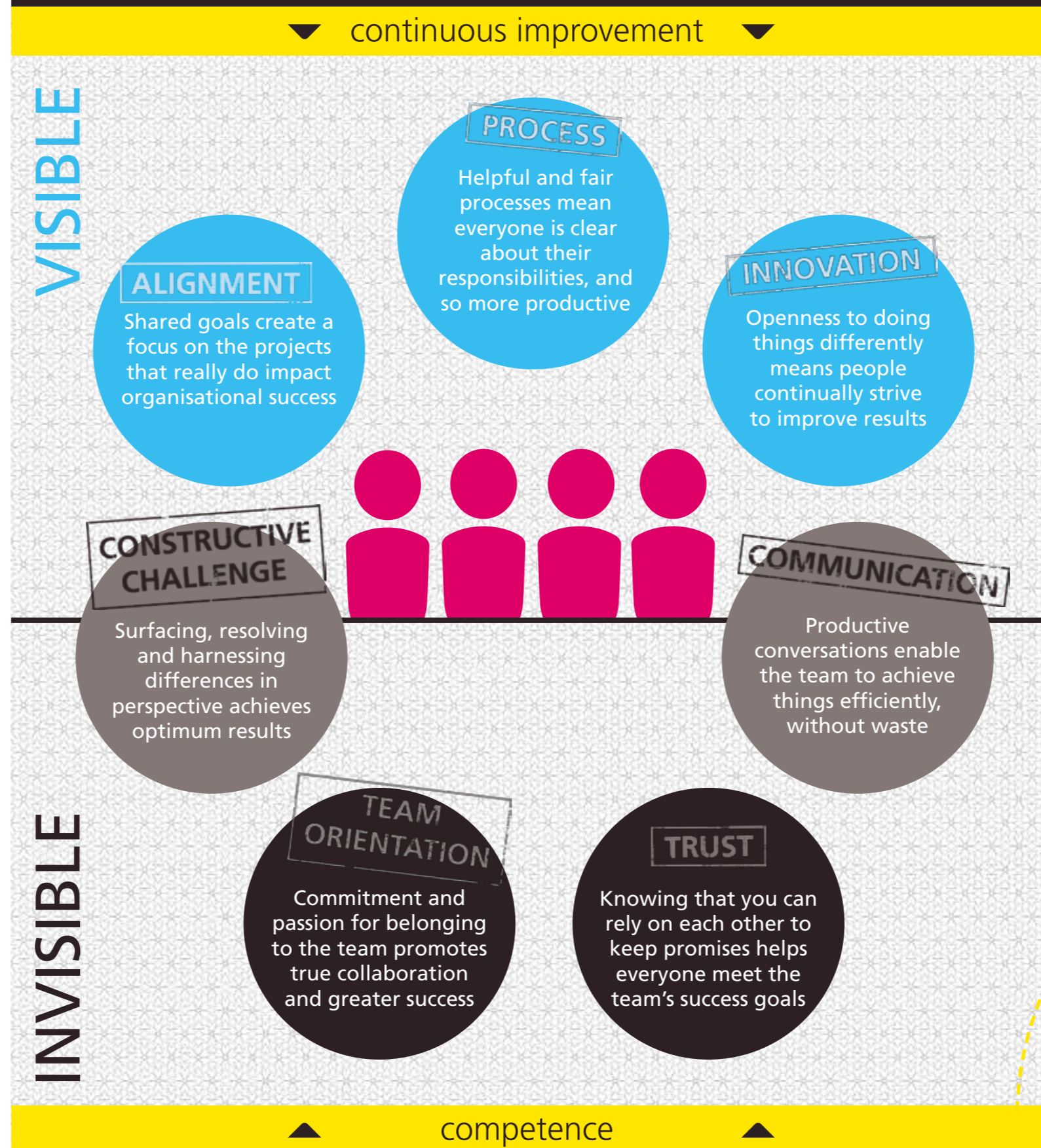
When you embark on a challenging journey, you need people who understand the nuts and bolts of your vehicle, and who know how to fix the problems that might set it off course. Becoming a really high-performing team only happens when the team embarks on their journey together, sharing their learning along the way.

- > **We are business psychologists**, so you can trust us to use the most scrupulous methods to fine-tune your teams. We work with their unique issues in their own business context, helping them to understand exactly where they want to go together, and what it really takes to meet their goals.
- > **We are experienced and inspiring facilitators**, able to deliver team development that resonates, and that teaches practical techniques the team can pick up and use straight away. We've travelled this terrain many times, and do so with a sense of fun that motivates people to commit.
- > **We have unrivalled knowledge** of the most well reputed psychometric tools on the market, because we distribute them across Europe. No other consultancy can match our depth of insight and effective application of the MBTI, FIRO, 16PF and TKI personality assessments.

Getting under the bonnet

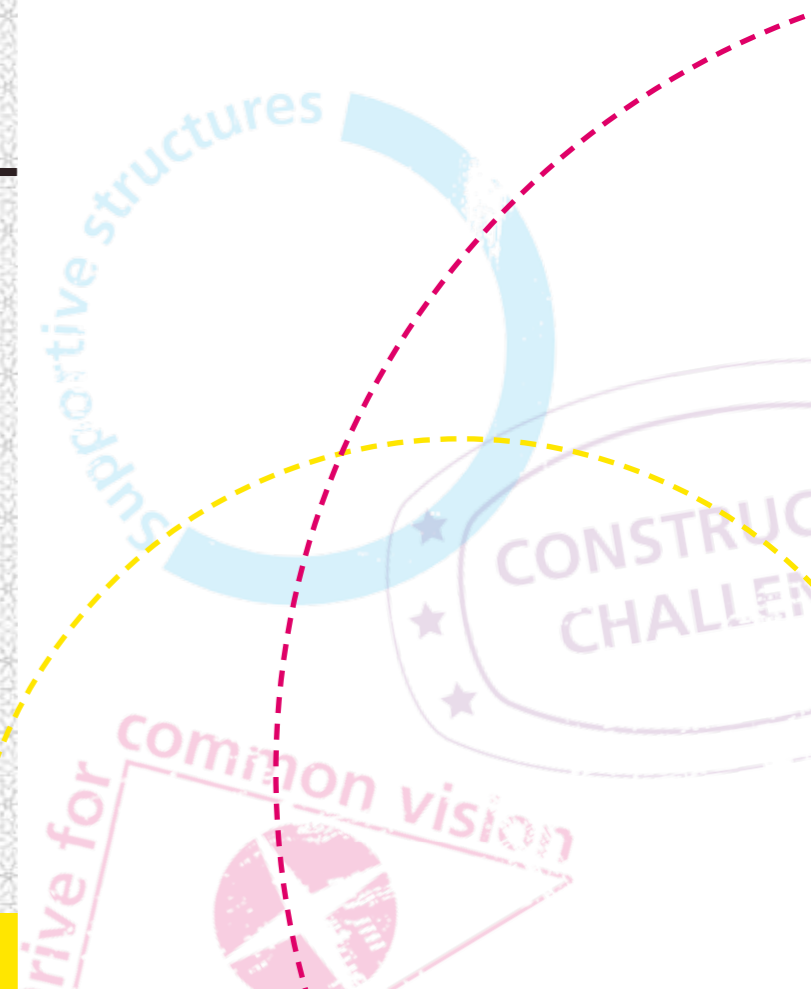
Our team development focuses on the seven crucial components that drive performance:

Some of these elements are visible and 'above the surface', but the passport to outstanding performance is to also get to grips with the issues that lurk below the surface – the misunderstandings, the unspoken assumptions, the grudges and conflict. We can remove these barriers to performance because we have a genuine and deep understanding of how great teams really work. And we know that digging deep below the surface achieves the type of change that lasts.



Destinations on your team journey

- > **Defining success**
It's not enough just to accept that you aspire towards 'high performance'. Each team is different and has unique challenges – so our first step is to help you define what high performance means, and what a great team looks like in your organisation. Although our approach is highly pragmatic, it is rarely prescriptive. Our role is to directly address the issues that are most pressing to you, both inside and outside of your team boundaries.
- > **Evaluating people**
Putting a stake in the ground is essential. We use our expert tools and techniques to identify the blockers that are preventing a team from moving forward. With an understanding of its strengths and development areas, and the dynamics that characterise it, we prepare the team to strike out towards success.
- > **Growing capability**
We use the information we've gathered to help your teams overcome your particular business challenges and meet their goals. We act as a close partner – offering expert facilitation and deep understanding of team dynamics, in exchange for your knowledge of your business. Our engaging and memorable events drive the team to achieve greater cohesion, and equip them to make leaps and bounds in performance.



Why you should choose OPP

Whether your desired destination is rooted in financial results, customer satisfaction, product delivery, or elsewhere, the crucial difference is that *we will get you there*. Because our team development is tied to your unique organisational challenges, we expose and nurture the energy for change, so that team improvements have lasting impact.

Our exceptional facilitation skills create a supportive environment for issues to be shared openly, helping team members develop authentic, honest relationships with each other. Our clients tell us time and again that this approach drives sustained development and enduring performance improvement.

OPP was founded and built by practising business psychologists. Our consultancy has been partnering with clients for more than 30 years to identify and develop leaders. We offer an unrivalled team of qualified psychologists, representing a wealth of experience, and backed by an in-house Research and Development team. Our consultants are qualified in a comprehensive suite of problem-solving tools, including the MBTI®, 16PF®, FIRO®, TKI™ and Strong® instruments. As European distributors of these tools, we have unparalleled insight in how to apply them. Reports from some of these instruments can be customised to reflect your organisation's business language and enhance understanding and application.

So much was covered in the time allocated – not just the theory but the practical application of it, as specifically relevant to our team, so that we were made aware of our strengths and ‘watch-out’ areas, and got loads of ideas for future development. Overall the style of the workshop was dynamic, engaging and very thought-provoking, and our consultant’s approachability made it a very rewarding experience indeed.

Mars

We all learnt which were the right ‘buttons’ to press to access each other’s strengths and perspectives, and now we consciously ‘use each other’ on an informal basis, ensuring that as a team we have thought about all of the different aspects of a project or task. Six months after the development we have a team able to talk openly, working brilliantly together, and as a result we’ve delivered some really top-quality ideas and plans.

Diageo

Trust has improved considerably across the team, and each member is empowered to bring his unique style into the management of the company. The team is able to get to the core of problems much more effectively and efficiently with a collective ownership of the final solution. I feel much better knowing that my next level of leadership has solid foundations of trust, respect and talent to problem-solve on my behalf.

Forca Pension Funds

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unlocking potential



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