



If you would like further information about this service please call Rod, Olwyn or Alan at SHARE

Tel: 0141 550 7595
Email: rod@share.org.uk
olwyn@share.org.uk
alan@share.org.uk

The likely indicative cost for a team of six for the questionnaires, feedback and half day workshop would be in the region of £800



SHARE

Senior Staff Event

Team Roles



FIND OUT YOUR TEAM ROLE WITH SHARE

Housing Associations are made up of teams. The Committee is a team. There is a senior staff team. There are finance teams, admin teams, housing management teams, maintenance teams, customer service teams and development teams. There is the whole staff team. Some teams will be big others just a couple of people, it depends on the size of the organisation.

The success of the team's efforts will be reflected in the organisation's performance.

Often leaders want teams to work better together, to work better with others, to take more responsibility, to be more creative, to communicate better or simply just be a TEAM.

It is stating the obvious to say we are all different and we all have different and preferred ways of operating in a team. Meredith Belbin who has researched and written on team roles describes a team role as "A tendency to behave, contribute and interrelate with others in a particular way"

Belbin identified nine preferred roles, some are action orientated, some people orientated and some are more concerned with thinking things through. A successful team will need all these approaches.

At SHARE we can now offer the Belbin Team Roles diagnostic tool to members.

It can help in

- Improving communication
- Improving teamwork
- Recruitment
- Planning Feedback

What does this involve?

Team members complete an on line questionnaire. This takes about 20 minutes. They can also nominate up to six fellow team members who also complete a shorter questionnaire so there is an element of 360 degree feedback system involved.

The results are generated and discussed in a one to one feedback session. A structured workshop can then be arranged for the team to consider the results, discuss what it means, and agree ways of moving forward and strengthening the way the team operates.

So if you want to improve the way teams work in your association and you want to find out if you are a plant, an implementer or a team worker please get in touch.