



## Belbin Team Roles



**AIM:** To identify particular behaviour patterns within individuals, and to understand how these behaviours can complement one another to strengthen and develop the team. To allow individuals to become more aware of their own strengths and behaviours and how these can be adapted to accommodate the needs of the team or business.

**FORMAT:** In the weeks before the session, participants are invited to complete a self perception survey online. This asks respondents to look at a number of different statements and pick those that most accurately reflect their behaviour in a given situation, for example when involved in a team project or when faced with something new. The answers generate a report identifying how the individual's behaviours shape their role within a team, and how this role interacts with other team roles. Contributions from observers may also be included to deepen the understanding of the individual's role. On the day our facilitator – using a mixture of discussion and activity-based exercises - breaks down the results with the team to look at the implications for both the individual and the team. We look at where the team's strengths lie, how to build on these and how to accommodate possible conflict between roles or how to address an excess of particular behaviours.

**TIMINGS:** To suit the client, but usually a minimum of half a day.

**LOCATION:** Worldwide

**COSTINGS:** £1750 for up to 20 participants. £95 per additional participant. This cost includes facilitation for half a day.

Prices exclude VAT or travel

**NOTES:** This session will be tailored to meet the client's exact needs and can address either specific issues within the team, or look more generally at how the team can move forward. It is also extremely helpful in integrating new joiners.

*Programme costs include venue sourcing and booking; bespoke event planning/organisation; professional, trained activity staff; specialist activity equipment; on site programme management; emergency first aid support; £5million public liability insurance; delegate gift packs.*