

Case Study: Senior Team Development for LeapFrog Toys



"Dan's approach was great – he dealt with the team dynamics very well and made sure everyone had a chance to speak."

Background



LeapFrog make educational toys. It's a fast paced company with recent growth placing increased pressure on the leadership team. We were asked to come up with a programme that would enable the senior team to spend some time together away from daily pressures, getting to know one another better and building trust prior to setting their future strategy.

The programme we ran for them was based on a mixture of discussion and examination of the team's make-up, and a large-scale and fun construction exercise. The Strength Deployment Inventory identified individual strengths across the group and allowed the team to look at how they could work together more effectively. This was then put into practice with our Team Machine activity that allowed them to work as one large group to create a series of large colourful machines that then had to be connected in the right order, requiring collaboration across the group.

Review and discussion sessions pinpointed learning throughout the day, concluding with a "Team Commitments" session that established key follow up actions for the team back in the office.

Results

The day was focused but fun, the Team Machine activity in particular offering *"a great way to see everyone's approach to team work."* Feedback from participants back in the office was very positive: *"We have developed a greater understanding of each other from the activities. We spent the following day creating plans for the year and this was made easier by the things we had learnt."*