



# Fusion: a unique offering

Team Development & Effectiveness

# Aims and Desired Outcomes

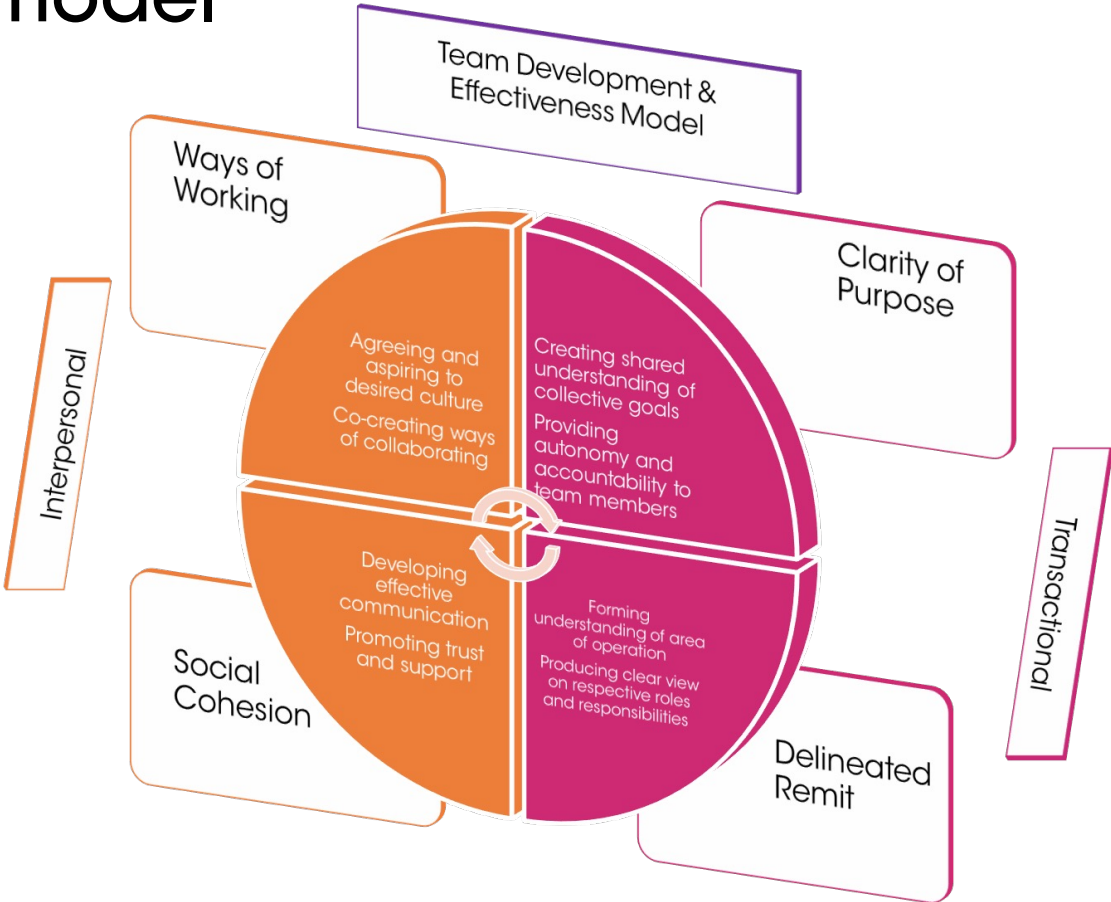
Teams are the lifeblood of organisations. But only if the individuals within it work together effectively.

We see this challenge as needing a 4-pronged, but interlinked, flexible approach where certain aspects are 'dialled up' subject to the needs of the cohort:

- **Clarity of Purpose & Direction**
  - A shared understanding of collective goals
  - A genuine understanding of area of operation
- **Delineated Remit**
  - A clear view on remit and span of control
  - Clearly understood individual roles and responsibilities
- **Ways of Working**
  - Define and agree an appropriate culture to aspire to
  - Co-create best ways to collaborate to achieve collective aims
- **Social cohesion**
  - Developing way to communicate and collaborate effectively
  - Creating an appetite to support each other



# Our model



# Our proposed approach

Subject to the need and developmental status of the team, programmes tend to range anywhere between 3 to 18 months.

Transient, short-term project teams require a quick turnaround over a few months, while an established, long-term team could develop together over 12 months+. The intensity and volume of interventions will, of course, play a part.

## *Typical Interventions*

### **1. Face-to-face workshops**

- Allowing the space and time to give proper consideration to the team's direction and togetherness

### **2. Use of a psychology-based tool**

- Helping to gain a deeper understanding of other team members for effective working

### **3. Sharing a range of HPT/effectiveness models for application**

- Demonstrating what 'good looks like' for team to self-diagnose and improve

### **4. Co-creation of ways of working/culture etc.**

- Collective agreement and alignment on how the team will work

### **5. Virtual group and 1:1 coaching**

- Reinforcement of all the noble intentions and application of learning



# Indicative costs

Costs are determined by the intensity and volume of interventions, and the duration of the programme.

In general, we have found quarterly face-to-face workshops to be effective, along with 4 to 6-weekly coaching sessions running through the period of the programme.

Shorter/intense programme would start around £12K, while longer programmes could be more in the ball park of £50K+.

