

TransformCollaboration

Introduction

One of the fundamental challenges faced by most businesses is ensuring effective collaboration among individuals, teams and across every management tier. Frequent restructuring, mergers and acquisitions and the introduction of new leaders with different styles and methods all necessitate the right collaborative attitudes and behaviours in leadership teams, cross functional teams and virtual teams. This one-page overview seeks to illustrate some of the work that we have carried out in the area of collaboration.

Where do we start ?

Often a good place to start is to undertake a Collaborative Health Check™ – See this as a pragmatic litmus test to identify the key areas that the team should focus on. The Collaborative Health Check™ is an online questionnaire completed prior to our engagement with participants. It is designed to help the group discuss and agree commitments in the 5 essential areas that high performing collaborative teams excel in:

- Commitment to a Common Goal
- Unity of Purpose
- Motivation
- Strong, Healthy Relationships
- Top Quality Communication

Our experience and credibility



VOCALINK Executive Team Collaboration – Worked with the newly merged Board - there were different cultures, backgrounds, agendas and issues. We worked with the team to create a collaboration plan - in essence, a behavioural plan that underpins the delivery of commercial goals. We used and applied a psychometric tool, used our unique Collaborative Health Check™, ran a workshop, delivered coaching and kept the commitment live through an online dashboard.



AVIVA The Aviva 'Winning Team' programme focuses on building high performing leadership teams that operate with: commitment to a common goal, unity of purpose, high levels of motivation, strong healthy business relationships and first class communication.



RBS APEX (Achieving Personal Excellence) – A global solution for 4,500 staff at all levels in the Investment Bank – a behavioural change solution to get all staff thinking and acting differently in the way they communicate, manage time, run meetings, influence others virtually and cross culturally.



Our collaboration programmes

Team DNA

Fostering Innovation

Achieving Personal Excellence

Effective Partnering

Building a Winning Team

Managing and Delivering
Customer Value

Virtual Team Performance

The Team Collaboration
Programme

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What our customers say...

“Seven months down the line we are still sharing, learning together, continuing honest conversations and going from good to great with our results.” - *Jude Nicol, Head of At Retirement, Aviva*

“Since the sessions we have not looked back, the outcome is we feel we have support from the team, we share more and have ‘learn and share’ sessions, a weekly catch up and a day each month.” - *Participant, Aviva Leadership Workshop*

“Helped us move forward as a team and understand what our team’s identity is and what value we bring.” - *Programme Participant*

“I learnt a lot and will continue to find it very valuable. I have already shared this with my team of leaders and also used some of the material” - *Programme Participant*

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