

TEAM BOOSTER

Improve the efficiency and the performance of your teams!

YOUR EXPECTATIONS AND REQUIREMENTS

Do you want to:

- Understand and improve **the ways in which a team works?**
- Identify the actions to be implemented to improve its **collective efficiency?**
- Resolve problems of **cohesion?**
- Encourage **dedication** from all parties to a process of evolution?

>> Discover **TEAM BOOSTER**, a tool for the analysis and development of collective performance.

Based on the behavioural evaluation of the members of a team, TEAM BOOSTER provides an objective analysis of the strengths and weaknesses of the team, along with the areas to work on in order to improve its collective efficiency. An innovative tool which is unique on the market, to **convert a team of talents into a talented team!**

A DETAILED AND OPERATIONAL SUMMARY

TEAM BOOSTER is the result of **three years of doctoral research into collective performance**, in close partnership with the Laboratory of Movement, Interactions and Performance (*Laboratoire Motricité, Interactions et Performance*) at the University of Nantes, and is based on **models recognised by the scientific community**:

▪ **Collective performance model:**

Analysis of the team's level of comfort in **8 drivers of collective performance** (Flexibility, Decision making, Team management, Communication, Coordination, Interpersonal relationships, Sharing of knowledge, Performance monitoring and feedback)

▪ **Cohesion and/or conflict model:**

Analysis of the tendencies for cohesion or conflict within the team, in 3 spheres: **atmosphere** (being together), **activity** (working together) and **strategy** (moving forward together)

Resources and performance of the team

What are the behavioural resources of my team?
The results below represent the team's level of comfort on each of the 8 drivers. The drivers are analysed based on key behavioural trends, described and classified based on the results of the team performed.



Flexibility

★★★★★ (37%)

Team performance in adapting to changes in the collective task to be performed.

Ingenuity : It is not always astute in finding alternatives.

Collective commitment : Personal wishes may damage the collective project.

Assertiveness : The adaptation ideas identified are not retained due to a lack of conviction.

Calmness / Serenity : Its flexibility is largely dependent on a relaxed environment.



Interpersonal relationships

★★★★★ (56%)

Team performance in optimising interpersonal interactions by resolving conflict, using cooperation techniques and building team morale.

Trust/Cooperation : It demonstrates a conciliatory approach in order to create cooperative links.

Directiveness and influence : The desire for security and precaution in the team would lead to tense subjects being avoided.

Listening : People are not always attentive to others.

Expressiveness : The team is somewhat reserved in its interactions.

The results are presented in a detailed and operational report, to be shared with the team:

- **Opinion of the team** on their own performance
- **Resources of the team** for each of the 8 drivers of collective performance: level of comfort, strengths and weaknesses
- **Tendencies of the team for cohesion or conflict** in terms of atmosphere, activity and strategy
- **Actions** to be implemented to improve the collective efficiency

METHODS OF USE

- 1 **Completion of the self-assessment questionnaire online** by each member of the team, including the manager - 20 minutes – and **immediate generation of the report.**
- 2 **Interview with the manager**, based on the report, to go into more detail on the diagnosis and efficiently steer the development procedures.
- 3 **Sharing of the results with the team**, focusing on the collective resources of the team and the areas for development.
- 4 **Production of a collective development plan** by the team, with the help of the HR professional, based on specific recommendations from the report.

Team's opinion of its performance

55%

What does my team think of its performance?
The results below represent the way in which the team assesses itself on each of the 8 drivers of collective performance. The index given below the score corresponds to the degree of consensus between the members of the team.

Cohesion and conflict

How does my team interact?
Each meter represents the tendency for cohesion (being together), the activity (working together) an



Flexibility

Team performance in adapting to changes in the collective task to be performed. It corresponds to the various activities that the team may implement in order to be more flexible. For example, the members of the team may adapt among themselves in order to focus on a specific problem, change the schedule, reallocate resources and help each other in order to achieve the expected production and deal with any unforeseen changes or issues.

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Interpersonal relationships

Team performance in optimising interpersonal interactions by resolving conflicts, using cooperation and building team morale. This relates to the ability of the members of a team to use positive socio-emotional processes in order to reduce tensions which may arise in a team. For example, if conflicts break out, will the members of the team work towards resolving them, or will they allow them to persist?



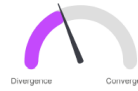
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Team management

Team performance in organising, planning and assigning tasks, and ensuring motivation to perform these tasks. It corresponds to their ability to organise themselves in advance of the tasks to be carried out, producing the roadmap to follow. The knowledge of schedules and individual and collective goals to be achieved is crucial. This allows members to know where they stand with regard to what is expected, and to take a step back from their activities. Team management also means that the remaining work can be anticipated.



Moving forward together

Your team may challenge itself to define common issues. However, it may just as easily have difficulty in agreeing on choices to be made with regard to the underlying strategy, orientations and values for the subjects covered. Dissent may emerge depending on the subjects covered. Motivation to get involved may vary considerably. Views on the minimum investment required to pursue the objective may not be shared.

SHARED BENEFITS

