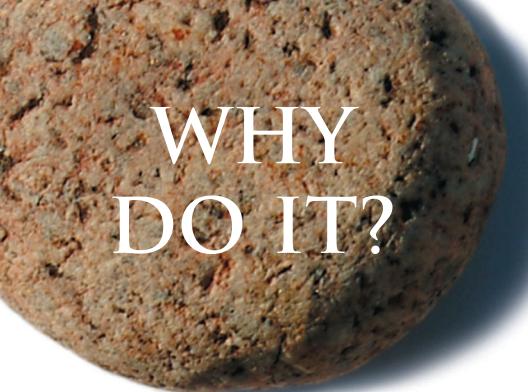


TEAM DEVELOPMENT

Energy, Commitment and Effectiveness



WENTWORTH
CONSULTANTS



WHY DO IT?

To improve performance!

There are four main reasons why we get asked to do development work with teams:-

- 1) They are functioning quite well already but want to be excellent.
- 2) They are underperforming and simply want to improve.
- 3) They are a new team and want to integrate and deliver quickly.
- 4) They are part of a company doing culture change work and it makes more sense to train as a team than as individuals.

Most teams we work with can describe how they are and how they want to be, but they know that words are not enough - they need lasting change, which is why they use us.

- We hold thorough discussions about your needs and the potential objectives.
- We reach agreement with you on a development plan to fit budgets, timescales and the people concerned.
- We hold confidential diagnostic interviews with each team member as a key part of the event planning.
- We design and run an off-site workshop for the team where we use training exercises as appropriate and facilitate open discussions about the working of the team. This may include exploring specific work and business issues. These workshops are stimulating, challenging and even fun!
- We work with you to help sustain the improvements back in the workplace, and run review sessions as appropriate.



OUR BELIEFS

A large part of our work at Wentworth consists of in-house Team Development. We have a lot of expertise, some very innovative models and designs, and many very satisfied customers.

In our experience, teams that excel are generally more "healthy" than those that don't.

In a "Healthy" team	In an "Unhealthy" team
The goals and objectives of the team are clearly understood and agreed.	People work to their own objectives or don't have any.
There is a free flow of information, formal and informal.	People use information as power, or just keep it to themselves.
There is energy in the team; people feel committed and involved.	There is an atmosphere of lethargy.
The boss is seen as a human being and his authority is based on genuine respect.	The boss is at best an irritant, at worst a tyrant.
Meetings are productive, lively and enjoyable.	Meetings, when they happen at all, are inefficient, chaotic and a drag.
People take responsibility for jobs beyond their strict job definition.	There's an attitude of "It's not my job, I'll do what I'm told and no more".
There is a spirit of helpfulness and any competition is constructive.	Everyone has an eye out for a knife in the back.
Openness and honesty in relationships is the norm, not the exception.	Distrust is rife; openness and honesty are for the birds.
People are always trying to improve.	The status quo rules.
Individual flair is encouraged but not at the expense of the team.	Individual flair means going your own sweet way, regardless.
New ideas and approaches are welcomed. Creativity is valued.	"We have always done it this way. Don't rock the boat".
People are always looking ahead, predicting problems and opportunities.	Firefighting is a way of life.

WE ARE EXPERTS AT CREATING HEALTHY TEAMS!



Typically we work with any team wanting to improve!

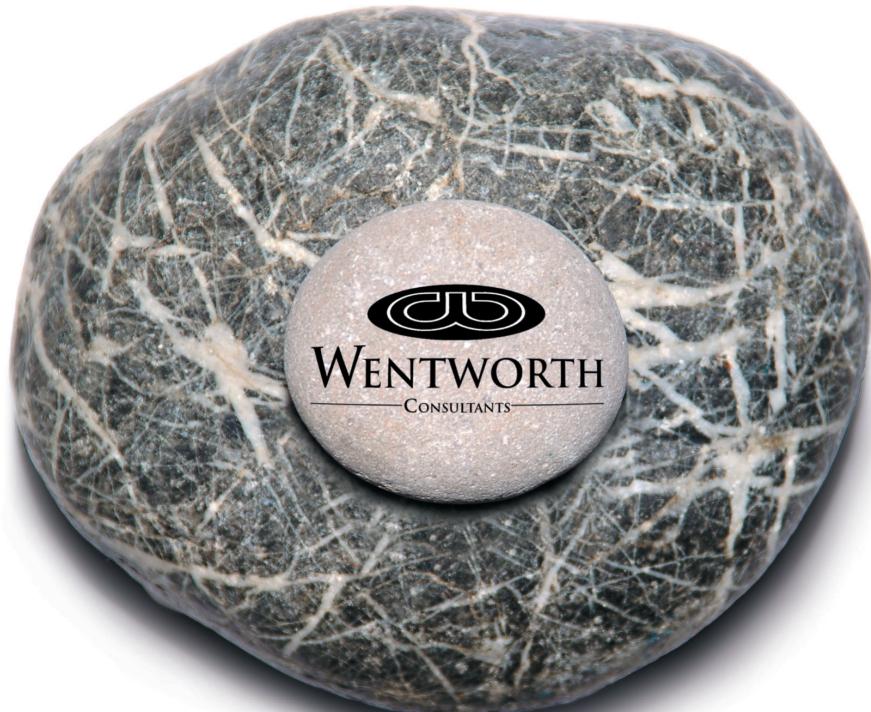
- Boards of Directors / Top Management Teams.
- Business Teams or Site Management Teams.
- Departmental Teams.
- Project Teams (usually somewhere near start-up).



Call us to talk about your needs and the possibilities, and to arrange a face-to-face meeting.







Wentworth Consultants
Silk Mill House
196 Huddersfield Road
Meltham
Huddersfield
HD9 4AW

T +44 (0) 1484 850770

F +44 (0) 1484 852437

E mad@wentworthconsultants.com

W www.wentworthconsultants.com