

# TEAMS AND COLLABORATION

## 1 DAY COURSE

You will learn how to use the PI tools to help teams collaborate, take advantage of differences among team members, to learn and grow as individuals, and to create results as a team beyond your goals. And just as importantly, the team's motivation and engagement will increase in the process.



### INTRODUCTION

- When people work together, there is basis for both great synergy and great conflict.
- You can work next to each other in a group of people, or you can be part of a strong team with a common goal that can achieve more than the individual contributions add up to.
- On the downside, if the collaboration between team members does not work it can be a source of demotivation and frustration.
- With PI, you have a tool with great potential and an obvious platform for working with your teams.
- On this course, we will focus on how to use PI to clarify individual differences within teams, such as working style, communication preferences, which are all relevant focus areas when you want to go from a group of people to a top team.



### TARGET GROUP

- This course is relevant for people working to make teams effective, e.g. company owners, managers, or HR professionals.
- Basic knowledge of PI is a prerequisite.



### YOU WILL GET

- Inspiration on how to develop a top team
- Methods to manage conflicts
- Training in how to facilitate and coach a team
- Ideas on how to set and build teams
- Knowledge on roles, hierarchy, internal competition and informal leadership
- Familiarity with the INPSIRE reports in PI Software that are relevant for teams and collaboration



### CONTENT

- Areas of concern and how to set a frame that helps different profiles collaborate
- What typically happens when people with different communication styles meet and how to manage it
- What drives different profiles and how it affects the team
- How someone outside of the team (a facilitator or manager) can help the team succeed
- The difference between a group of people and a team and the phases you go through to become a top team
- How team members can benefit from understanding yourself, as well as the fellow team members
- How to take full advantage of differences and diversity in the team



### TRAINER

Kirstine Hanghøj has worked with organisational development, HR and leadership development for more than 15 years. She has worked for international consultancies and is now part of Humanostics. Kirstine is a trained designer specialised in behavioural design, process design and concept development. Moreover, she is a trained process facilitator and a certified coach and has worked extensively with individual coaching and team coaching. Kirstine has facilitated a lot of teams in different phases e.g. kick off, lessons learned and conflict management. She has been a manager herself, been in an executive management team and has coached a wide range of managers.