

# Team Building

# Team Building – an overview

## Client needs

- Improve group dynamics and communication within the team.
- Help a new leader to establish him-/herself and the focus of work of the team.
- Identify the competence of the team and develop the group where needed, both with individual head support as well as development of the team as a whole.
- Establish effective teams.

## Results

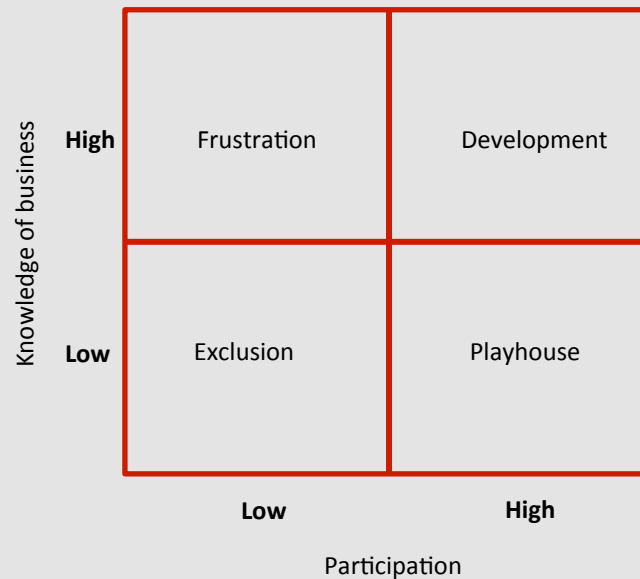
- A team working together for common objectives, strategies and visions.
- An awareness within the team about strengths and weaknesses and ways of constructive cooperation.
- A team that is effective in its work and achieves greater cooperation within the team, i.e. through developing communication and feedback, evaluating the roles and working arrangements, and developing the team's conflict management.

## Management Team Development – an overview

Client needs	Results
<ul style="list-style-type: none"><li>▪ Establish or update the vision, strategy and governance model for the organization.</li><li>▪ Improve group dynamics and communication within the management team.</li><li>▪ Help a new CEO to establish him-/herself and focus on the work of the management team.</li><li>▪ Identify the skills in the management team and develop the team where needed, both through individual management support as well as development of the group as a whole.</li><li>▪ Help management teams to align themselves for a decisive change in strategy of the company or abroad.</li></ul>	<ul style="list-style-type: none"><li>▪ A management team that works together for common objectives, strategies and visions.</li><li>▪ An awareness in the team about the strengths and weaknesses and ways of constructive cooperation.</li><li>▪ A management team that is effective in its work and achieves greater cooperation within the team by, among other things, developing team communication and feedback, evaluating the roles and working arrangements and developing the management team's conflict handling.</li></ul>

## In Management Team Development, Svennerstål & Partners uses *Gleicher's Formula for Change*

Svennerstål & Partners has further developed this theory into a tool that is built as a 4-field matrix. The matrix / tool assumes that the organization's readiness to develop is dependent on the employees' participation as well as the employees' knowledge of the business.



These parameters are identified through a survey in which basic questions are standardized, also making it possible to compare different organizations with each other. This tool provides a clear visual picture of the organization's current state and used primarily in the planning phase of development.

# Regardless of the structure of the project, we always follow the same process

