

Innovative Teams



"A group of human beings interacting at a high level of maturity to bring novel and useful solutions to challenging problems. Its creativity is by design, not by accident, and sustained over time."

Bob Eckert



www.performa.net

SCOPE

Success in business is not a solo act and innovative teamwork confers substantial advantages to organizations that practice it extensively. This workshop will help develop team cohesion, alignment and innovation skills, thus setting the basis for teams to go beyond “good and efficient” to “creative and wow!” performance.

DURATION

2 - 5 days or customized.

PARTICIPANT PROFILE

All persons in a leadership role, all people who work in or with teams. This workshop will have immediate practical outcomes for teams with common challenges.

OUTCOMES

Participants will:

- Explore the essentials of successful teams
- Develop their own team cohesion, effectiveness and creativity
- Learn how different personal preferences influence team development
- Learn how to deal with team dysfunctions
- Explore the essentials of good team leadership
- Discover what it takes for a good team to become an innovative team
- Learn creative method and techniques and apply these to their own challenges.
- Have a good time!

ORGANIZATIONAL BENEFITS

Organizations will achieve the alignment of personal and team goals. Individuals will learn the basic know-how of innovative teamwork - imagining new things and new ways of doing things together.

WHAT PARTICIPANTS SAY ABOUT THIS WORKSHOP

“I liked the visible progress in team building during the workshop and the balance between theory and practice.”

Wolfgang Roesch, Regional Director, Bayer CropScience

“Our people left this workshop with a different perception and higher level of team communication.”

J. Paul Boloux, General Manager, Société Générale

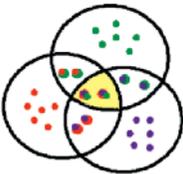


APPROACH

This workshop will introduce a model for successful teamwork based on a pyramid of Trust, Conflict-Resolution, Commitment, Accountability, Results-orientation. Team roles, stages of team development and team leadership will also be examined.

Participants will engage in the practical application of creative method and creativity tools and techniques, which serve as a powerhouse enabling the team to move from “efficient” to “innovative”.

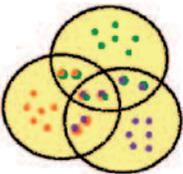
The workshop includes highly interactive exercises, team challenges including relevant work-related challenges, original presentations supported by written material, and occasional ventures into the arts.



Possible outcome: 2

Bad Team

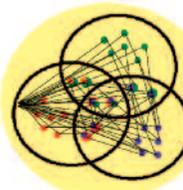
Three people form a team. Each brings 12 items of knowledge or skill. Some items are shared. In bad teams, each individual does not accept the unique contribution of the others. Instead they only accept what they all know, in this case 2 items of knowledge. This severely restricts the potential output of the team to the “lowest common denominator”.



Possible outcome: 26

Good Team

Three people form a team. Each brings 12 items of knowledge or skill. Some items are shared. In good teams, each individual accepts the unique contribution of the others. The potential output of the team increases greatly as all items are added, in this case totalling 26.



Possible outcome: ∞

Innovative Team

Three people form a team. Each brings 12 items of knowledge or skill. Some items are shared. Using creative tools and methods, innovative teams combine each item with all others to form new items of knowledge or skill. And then they do it again and again. The potential output of the team is a very large number!

PERFORMA

Performa is dedicated to **helping organizations enhance their performance** through **creative leadership** and **innovation**.

Performa offers consulting, workshop design and facilitation, speaking engagements and interactive events.

Performa people have extensive experience in large and small companies, in areas that include general management, marketing, human resources, logistics, finance, accounting and corporate mergers.

Performa is an affiliate of the Creative Education Foundation and a regular contributor to the Creative Problem Solving Institute, The American Creativity Association, CREA-Europe and the South Africa Creativity Conference.

OUR CLIENTS

Banking, Insurance, Financial & Professional Services: Alpha Bank, Bank of Cyprus, Hellenic Bank, Marfin Laiki Group, Société Générale, Banque Nationale de Paris, Federal Bank of the Middle East, Nest Group, Trust Reinsurance, Laiki Cyprialife, Eurolife, Eurosure, Cosmos Insurance, Alico, PricewaterhouseCoopers, Baker Tilly Klitou, CLR, Abacus, European Management Assistants, Group 4 Securicor, Dubai Quality Group. **Import & Distribution:** Cyprus Trading Corporation, Malloupas & Papacostas, Cosmos Trading, IPH. **Manufacturing:** Pepsico, Bayer Cropscience, Syngenta, Merck Sharpe & Dome, Grohe, Photis Photiades Breweries, Eureka, Pittas Dairies, KEAN, Dubai Aluminium, TetraPak. **Tourism, Construction & Development:** Four Seasons Hotels, Aphrodite Hills, Pafilia Developers, CYBARCO. **Advertising & Market Research:** The Nielsen Company, Gnomi, Action Global Communications. **Energy:** Electricity Authority of Cyprus, Lukoil, Hellenic Petroleum. **Technology:** IBM, NCR, SAGEM, Amdocs, NDS, Cyprus Telecommunication Authority, JCC, Cooperative Computer Society. **Public Sector:** Cyprus Tourism Organization, Dubai Land Department, Ministry of Finance, Academy of Public Administration, Limassol-Amathus Sewerage Board. **Education:** Queen Mary College, London Business School, Cyprus International Institute of Management, European University Cyprus, University of Nicosia.

PERFORMA CONSULTING LTD

16-18 Halkokondyli Street, Amaral Building - Office 104, 1071 Nicosia, Cyprus

Tel: +357 22315930 Fax: +357 22315765 info@performa.net

www.performa.net www.theartofinnovation.net www.dimis.org

March 2011
