

# BELBIN TEAM SESSION – VIRTUAL SESSION

Duration: ½ Day | CourseCode: CONSULTS



## COURSE AIMS:

When a team is performing at its best, you'll usually find that each team member has clear responsibilities. Just as importantly, you'll see that every role needed to achieve the team's goal is being performed fully and well. Belbin suggests that, by understanding your role within a particular team, you can develop your strengths and manage your weaknesses as a team member, and so improve how you contribute to the team.

## COURSE PRE-REQUISITES:

This programme is for you if you need to identify potential strengths and weaknesses within yourself and your team, overcome conflict between your co-workers, and understand and appreciate everyone's contributions.

## COURSE OBJECTIVES:

On completion of this course delegates will be able to:

- Understand their role within a particular team which will enable them to develop their strengths and manage their weaknesses as a team member, and so improve how they contribute to the team
- Create more balanced teams who have a clearer understanding of team strengths and team development areas
- Use the model with your team to help ensure that necessary team roles are covered, and that potential behavioural tensions or weaknesses among the team member are addressed

## COURSE CONTENT:

### Introduction and Objectives

#### Understand Roles played in teams

- 9 different clusters of behaviour
- Explore team roles in more depth

#### Recognising self

- Results of prework Belbin Questionnaire debriefed and analysed
- Individual strengths and development areas identified
- Belbin Team Roles measure behaviour, not personality, and so can be defined as a tendency to behave, contribute and interrelate with others in a particular way.

### Exercises to reinforce the power of Belbin

- Create a team wheel
- Experiential opportunities to identify needs and share working preferences

### Practical application of the tools and techniques

#### Action planning

#### Review of session

For more information

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