

Team cohesion

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Any organisation with a headcount greater than one requires effective teamwork! Effective team-working means:

- sharing a vision
- having common goals
- capitalising on individual differences
- effective communication
- co-operative working

Unfortunately, not all the above criteria are always achieved naturally and the absence of one weakens the others. The achievement of all criteria creates efficiency, focus and a positive working culture.

Whether putting together a project team or enhancing the performance of an established team, CGR consultants can help.

If you are creating a **new team** we will work with you to determine the team objectives and the team roles required, then match these to the characteristics of the people available. When the structure is in place, we work with the team to establish objectives, role responsibilities, self and interpersonal awareness and effective communications strategies.

We can achieve the same positive results with **established teams**. Whether the team requires a boost to its performance, a change to old patterns of working or conflict resolution, CGR will deliver a process to achieve the objectives. We will use a range of diagnostic approaches – from discussions to psychometrics, to assess the issues and then define a way forward.

The team cohesion process is tailored to suit the personality, structure and objectives of the team. Different techniques are deployed throughout the process and can include discussions, one to one feedback, mediation, business exercises and competitive events. Whatever the technique, the emphasis is on creating cohesion in an upbeat, positive manner with absolute focus on achieving a high performance team.

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