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Teambuilding-Plus

Teambuilding-Plus is not an off-the-shelf programme but an approach or concept developed by Beacons, where we work with discerning and demanding senior managers who are looking for more than team building.

For example, this approach would be appropriate if you were managing a senior team and needed to:

- implement major change, cascaded by and through your team
- break down "silos" and improve inter-departmental collaboration
- recognise, understand and spread best practice
- communicate and gain acceptance for a new structure

This approach is invariably more about the process - HOW you work together, and provide leadership to the organisation - than the task - WHAT you do day-to-day. But in our experience, best practice in the one leads inevitably and swiftly to greater productivity in the other.

Beacons clients report :

- successful implementation of change
- more empowerment
- more regular reviews
- better feedback
- better meetings
- the use of team members as internal facilitators
- better understanding and application of appropriate leadership styles

Beacons Teambuilding-Plus - the look and feel

It might look initially like a series of difficult questions to answer, a series of dates in your diaries (a half-day here, 2 days there, a Beacons presence at your monthly management meeting, a review, etc.) and an investment that you need to make provision for in your Budget!

However, it will feel from the outset that you are making progress and investing wisely. It will feel as if Beacons, whilst being mainly involved in the "how", have got under the skin of your organisation very quickly and are now stimulating some challenging discussions about the "what". It will feel as if your people are responding positively and making a crucial breakthrough.

Sequence of events

In our experience, we might proceed something like this :

- Positioning meeting with you as client, confirming background, approach and objectives
- Information gathering through one-to-one interviews and questionnaires
- Team meeting to align everyone to the next steps - or could be at one of your

monthly meetings

- Team workshop, offsite, 2 or 3 day programme
- Further meetings to progress action plans
- "Contract review" meeting to sign off progress so far and to address "What next?"

- "What next" is often a 360 feedback exercise for team members

Please call us or [email](#) us to discuss your needs and objectives, and allow us to discuss a possible approach with you.

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