



Caliper Team Building Program



BENEFITS TO YOUR ORGANIZATION

- *More collaborative relationships among team members*
- *Better understanding of individual communication styles*
- *Closer alignment of each team member's goals with company expectations*
- *Improved conflict resolution*
- *Enhanced productivity*
- *More effective communication outside the organization*
- *Customized coaching sessions to maximize team performance*

Are you really rewarding teamwork?

Building peak performance teams enables companies to exceed expectations. Whether your company is large or small, success often depends on forming a cohesive group out of people who, in other situations, might not even get along – let alone work together towards the same goal.

That is the fundamental challenge of team building.

Basically, success in team building is measured in two ways: by keeping conflicts down and performance up.

We deliver a comprehensive approach to team building, combining individual coaching with an in-depth understanding of how the team currently works and might improve. As a result, individual team members understand each other better, learn how to resolve conflicts more constructively, play to their strengths and work on areas for developmental improvement.

When you have insights into the dynamics of a team—and of each individual member—you are able to open lines of communication, understand how to overcome differences, and ensure that you have people in place who complement each other. Before assembling a working team, it is important to define each member's role and how they will contribute to the coordinated team effort. Only then can performance expectations be clearly communicated.

"When we began conducting team-building sessions with Caliper, we started to gain a deep and immediate appreciation for the different qualities and talents that each of us brings to the table," said John Beattie, Vice President of Human Resources for GMAC Insurance. "As people became aware of each other's characteristics, it was easier to get things out in the open and resolve issues much more quickly. We have learned not to take behaviors personally and have also become more self-aware, tempering our own behaviors to become more effective at communicating our thoughts and ideas."

Through Caliper's Team Building Program, our consultants can help you answer the following questions about your team:

- Does everyone on your team understand the strengths each member brings?
- What is preventing your team from reaching its highest level of productivity?
- How can you effectively bring a new manager into an existing team?
- What's the best way to deal with conflict within your team?
- Is your team contributing to the organization's overall success?

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What is Caliper's Team Building Program?

Caliper's team-building process involves five steps to help a group of talented individuals become a team.

1. Understanding Your Team

To help each participant maximize his or her role on the team, Caliper uses surveys, interviews and the Caliper Profile, an in-depth personality assessment. These tools allow individuals to fully understand the team environment and identify both their strengths and their developmental opportunities. The results from the Caliper Profile provide objective information about the interactive dynamics among individuals on your team. And Caliper's ThreeSixty Service, an online survey, combines an individual's self-image with feedback from supervisors, peers, and other staff.

2. Developing Your People

During coaching sessions with a Caliper consultant, members of your team receive a detailed comparison of their Caliper Profile results with both their job requirements and their actual job performance, so specific recommendations for improvement can be made. In addition, an Individual Developmental Guide is prepared to assist each member of the team in reaching their full performance

potential. Practical suggestions are provided to help them better understand their own key motivations, build on their strengths and learn how to make changes that enable them to work more effectively with others.

3. Engaging Each Individual

In our team-building workshops, individuals learn a great deal about one another and engage in open and honest discussion of general concerns and their own specific team issues. During this session, information is presented about how to best support and integrate group and individual personality styles, along with relevant findings from our interviews and surveys. The team will learn how personality traits influence our perceptions of others and explore team topics such as shared goals, role descriptions, incentives, problem-solving strategies, communication skills and trust. Following the workshop, your organization will receive a summary report that includes survey findings, interviews and Caliper Profile results, as well as the workshop observations of our consultant and recommendations for future development.

4. Providing Ongoing Support

Periodic after-action exercises and other assignments will reinforce your team's continuing development. Your Caliper consultant will follow up with the team leader to review results and outline next steps for the team. Assignments are customized for your team's particular area of activity and focus on applying their newly acquired skills.

5. Evaluating Results

To assess the effectiveness of the program and demonstrate the return on investment for your company, Caliper conducts an analysis of success measurements created by your organization. Considerations include participants' thoughts of the program, your specified program objectives, observed changes in individuals and the team, and the achievement of specific organizational goals.

Team building is not a one-time solution, but rather an ongoing, evolving process. While a meaningful team-building program can be challenging, the results are extremely rewarding – including strengthened relationships and improved performance. ■

About Caliper

For nearly half a century, Caliper has been helping companies achieve peak performance by advising them on hiring the right people, managing individuals most effectively and developing productive teams. The accuracy, objectivity and depth of our consulting approach enable us to provide solutions that work for over 25,000 companies.

CALIPER

Real People. Real Challenges. Real Solutions.

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