

Team Agreements – are a radical , joint approach to personal and organisational development - and they will save you money!



Teams & organisations can now develop agreed and effective ways of working that have a deep and lasting effect in the workplace.

Summerhouses have created this approach so that people can agree to implement changes in the way they work based on real world issues and situations.

This is not training, it is far more cost effective than that. These are guided discussions that create real buy-in from the participants.

The facilitator brings current and proven models that the team can adapt to create unique and powerful **collaborative agreements**.

In doing so they develop a focus on **how** they work together leading to:

- ✓ Increased productivity & performance
- ✓ Reduced conflict
- ✓ Greater creativity & innovation



Team Agreements programmes are tailored to your exact needs and the Team Agreement Coach will take time to help you define exactly what they are in a diagnostic session. We advise that all sessions have an implementation period and a review. Sessions are normally 3 to 4 hours so that they fit conveniently in a working schedule. Here are some of the topics they might cover:

- Setting priorities
- Project planning
- Creativity and innovation
- Dealing with conflict
- Problem solving
- Giving and receiving feedback



A Cautionary Tale! [or why you need Team Agreements and not more training]

Imagine a typical situation, in a team of 8 people, 1 member, the team leader, is undergoing a leadership development course. 2 other members have been on a time management course, another member went on a different time management course 2 years ago.

1 other member is half way through a project planning course, 4 other team members have done various project planning and implementation courses with varying methodologies.

Their workplace is rapidly becoming a graveyard of failed attempts to work better.

Implementation of training is consistently low, even the team leader finds it hard to implement what she has learnt about leadership. Trainees arrive back

at the workplace with a spring in their step but their colleagues seem impervious to change and sceptical about changing the way they work. Eventually they too give up and sink back into their old ways of working. Training spend is producing very little real return on investment.

Isn't it time for a rethink?

Group agreements represent a new and refreshing approach. Lets take the team above and an example of 'setting priorities' – For half a day each month, the team meets with a team coach – a facilitator who will introduce them to current ideas and models and encourages discussion in the team about how this might work in the reality of their own situation. The team is able to adapt and modify the ideas so that they have a good chance of working for them. They then pilot them in the workplace and review their effectiveness with the Team Agreement Coach.

Implementation is now built on agreement, members are motivated to maintain the agreement and keep building on the successful model to make it even better.

Contact us for an informal discussion about how Team Agreements could make a positive difference to leading and managing your organisation.

Summerhouses: people and development

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