

MANAGER ASSIST

TIPS FOR DIFFERENT ISSUES

ISSUE E: TEAM BUILDING POST RESTRUCTURE & ORGANISTIONAL CHANGE

Following a major restructure or organisational change, team building is usually a focus at some point in the weeks and months following the “event”.

Tips:

- Don't attempt team building too early with a highly emotional or fragmented team – debriefing, containment, support, individual strategies tend to be more helpful early in process.
- Have the manager plan team building with key stakeholders internally eg HR, their line manager, L&D or OD department (if they have one),
- Encourage manager to look at internal / external options for team building activities.
- Have them consider the merit of being a participant in team building activities or facilitating them, or co-facilitating them (the dynamics of all 3 are different and send different messages)
- Does your client manager have the skill to do team building – do they have the interpersonal skill, emotional intelligence, confidence of the group?
 - If not, this may be a key point of focus or support for you as coach.
- Do they have a theoretical concept and frameworks of how to undertake the process?
 - If not, this may be a key point of focus or support for you as coach.
- Remind mindful of your boundaries – where your knowledge sits and what they need. It is okay to have another member of the team assist or prompt you with these technical aspects of team building methodology.
- May be an opportunity for the Develop / Resolve team?
 - Style training and team dynamics usually well received
 - Modules from leadership program
 - Courageous conversation
 - Emotional intelligence
 - Dealing with Change
 - Dealing with conflict and team disharmony
 - High performance teams