∞ Teaming Up

Get the most out of your team with the Team Accelerator

Increase your productivity and pleasure at work

The best way to boost productivity and joy in your team

In work, we usually devote 90% of our attention to the tasks, what needs to be done. But paying attention to the relationships, the way you work with each other, pays huge dividends.

A team can only achieve great results if the relationships between them allow it. After all, if everything runs smoothly, you move mountains; if there is friction, you are immediately less productive.

The Team Accelerator: science-based insights

The Team Accelerator is a digital tool, which helps you make strides with your team. You anonymously chart how your team performs on the 6 essential team qualities, and which diversity mindsets people have.

Based on your scores you will receive recommendations from us. You also define your own improvement actions.

With the Team Accelerator you and your colleagues learn to work more effectively in each (project) team.

Become more effective and happier as a team

Develop team qualities

With the Team Accelerator you measure and develop your performance on 6 proven team qualities, such as Trust and Clarity and Structure. Around each team quality we have put together a coaching module, which you do under the guidance of a coach.

Practical and inspiring coaching modules

Each module consists of a team session or workshop of 2 - 4h. Modules can be taken separately or combined, in the order that best suits your team.

After the session we help you with fun assignments and challenges to apply the insights you have gained to your work.

Coaching Program

The modules together form a clear and inspiring program. We always tailor the content to your team and its specific needs and requirements.

Team Accelerator: The qualities *of* the team

How do you score on the 6 essential team qualities? And how can this be improved?
With our modules you will start working on this as a team.

Success in a complex environment

Trust & Safety

Creative problem solving

Team qualities

Effective Communication

Feedback & Improvement

Clarity & Structure

01 02 03 04 05 06

Build an inclusive culture

When differences are valued, productivity increases and your team thrives. Diverse teams are more successful, but only if you know how to leverage the differences. Based on our experience and scientific insights, we identify 4 typical mindsets of team diversity:

1 Reject

Here people think their own way of working is the best. They ask the other person to adapt by being more creative, for example, or more precise. The team is closed. Fruitless discussions take place and there is often unproductive storming.

2 Respect

People respect each other's way of working and have an attitude of 'live and let live'. The team works rather individually. There are clear working agreements, standards and procedures, but the team does not make intensive use of each other's qualities. Here, team potential remains unused.

3 Appreciate

In this situation, people appreciate each other's style and behavior, even - and sometimes especially - when it is different from their own. The team is curious about each other: what can we offer each other? How do we strengthen each other? The team that believes that 1 + 1 = 3 is productive and actively cooperates.

4 Harvest

Here, people actually enjoy the different ways of thinking within the team. They believe that each has valuable qualities and makes a unique contribution. The team actively seeks each other out to spar, find better solutions and deliver the most value together. The team excels: it harvests all the potential inherent in the team.

Diversity of Thought: Leveraging all qualities in the team

Do you make the best use of the different qualities in your team? We measure the perception of the 4 typical mindsets of thinking-diversity. And give you advice for building an inclusive team culture in which you work together effectively and enjoyably.

Diversity of Thought

Reject — Respect

0%	50%

Diversity mindsets

12%	38%

Harvest — Appreciate
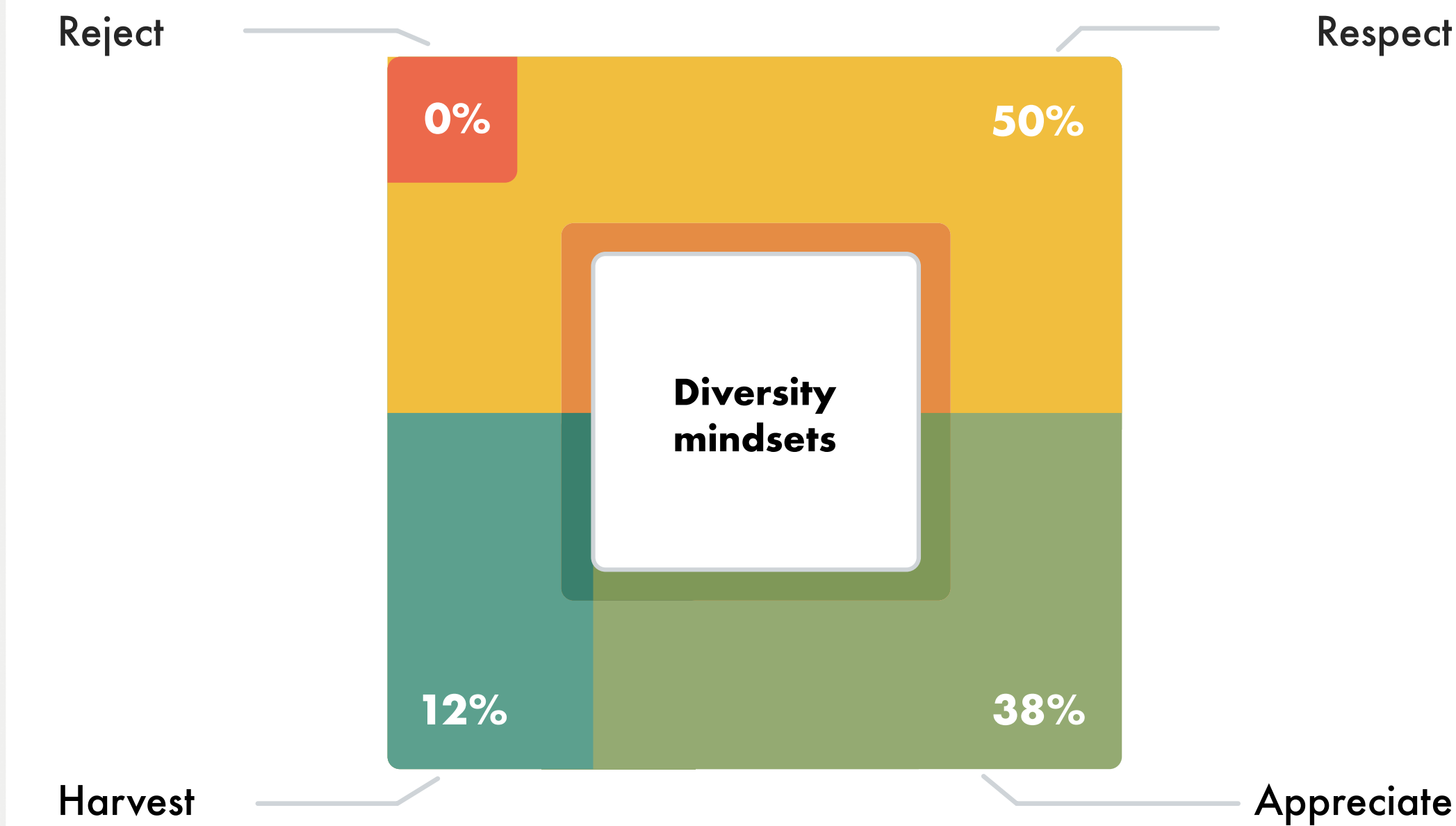
The coaching program: 6 in-depth modules

We believe in teams, but much more in *teaming*: the effective behaviors that bring everyone on the team together to produce great results.
We start with each team with a Team Accelerator Starting Session. After that, you can proceed structurally as a team with the in-depth coaching modules below.

1 Trust & Safety

Trust and safety are the foundation of any productive team. In a safe environment, people speak out freely, develop more easily and dare to be more innovative. This in-depth module strengthens the connection within the team and increases the sense of psychological safety.

2 Effective Communication

Sometimes we unnoticeably talk past each other, or get bogged down in pointless discussions. This way we lose valuable time and energy. In this module, your team will learn to communicate more effectively and achieve more persuasiveness, for example in presentations and proposals.

3 Clarity & Structure

Your team becomes more productive when there is clarity. Not just about the division of tasks and decision-making, but also about the shared values and (group) behavior needed to be effective. In this module you will, among other things, draw up a Team Manifesto with each other, with agreements about how you want to work.

4 Feedback & Improvement

A characteristic of productive teams is that they regularly reflect on themselves and constantly adapt to the changing environment. In this module you will learn to give each other constructive feedback and take a positive-critical look at your collaboration.

5 Creative problem solving

Every team has challenges and is expected to perform despite possible limitations that may exist. You also need to be flexible and quickly anticipate changing circumstances. This requires creative thinking. Much creativity is already present (unnoticed) in the team. With this module we help you bring it to the surface.

6 Success in a complex environment

In modern organizations, multiple multidisciplinary teams with different ideas, timelines and focus work together to achieve a common goal. This highly dynamic situation requires awareness of the team's internal and external forces, and how to influence them optimally.

Do just the right things

With the Team Accelerator, you make it easy to discuss mutual behavior, focus on your strengths, and implement improvement actions quickly and easily.

The Team Accelerator module

The first time you take the measurement, our coach will guide you in interpreting the results and formulating (improvement) actions. We use creative thinking techniques to make this module fun and inspiring.

In addition, the coach teaches the team the methodology to discuss and follow up on the next measurements themselves.

Each team can continue working with the digital tool independently for 12 months after the session with the coach. Of course, the coach can also supervise the next measurements, but we see that teams can also do this well themselves if they want to. Subsequent measurements you can set out and discuss on your own.

The Team Accelerator

We first measure how team members perceive effectiveness and diversity within the team. This is done anonymously, takes 10 minutes and people can also add their own answers.
You will also receive tips, exercises and challenges to do together. This keeps everyone involved and active.

You will find your scores and intended actions in your digital Accelerator, so you can easily keep focus and actually get the actions done.

Working independently with the Team Accelerator

1 **The measurement(s)**

The team completes an anonymous Team Scan 3 to 4 times a year. In consultation with you, we schedule the measurements. After each measurement you discuss the results with your team. You will receive a handy toolkit from us.
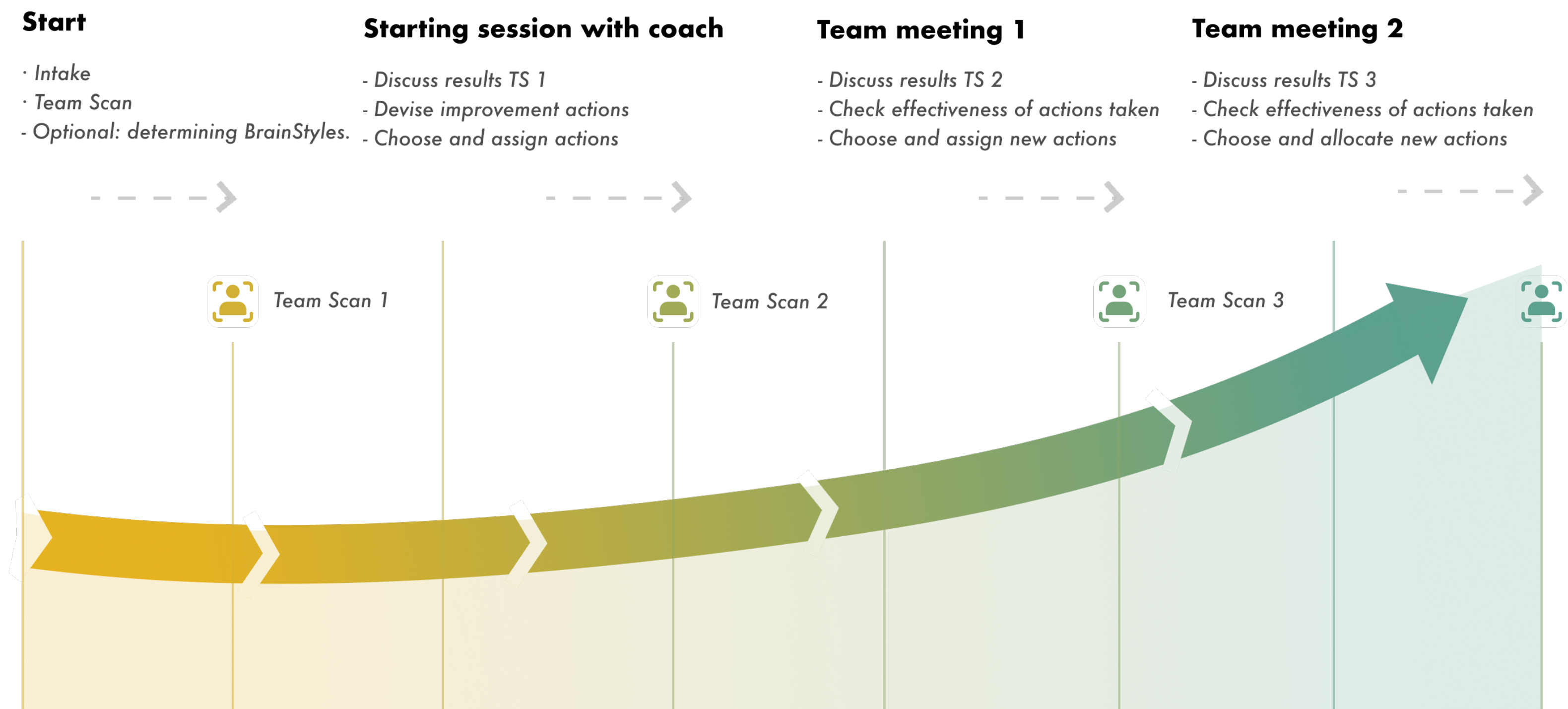
2 **The results**

After each measurement, everyone on the team will have access to the results via the digital Team Accelerator dashboard. You will also receive a slide presentation of the results. The team itself schedules and supervises the discussion of the results of each measurement.

3 **The process**

The process is very simple and fully automated with invitations and, if necessary, reminders to complete the scans, review the results and formulate actions.

All that is needed is a contact person to agenda and guide the discussion of the results. By the way, this contact person does not necessarily have to be the team leader, it may also be a team member who likes this.

Start

· Intake
· Team Scan
- Optional: determining BrainStyles.

Starting session with coach

- Discuss results TS 1
- Devise improvement actions
- Choose and assign actions

Team meeting 1

- Discuss results TS 2
- Check effectiveness of actions taken
- Choose and assign new actions

Team meeting 2

- Discuss results TS 3
- Check effectiveness of actions taken
- Choose and allocate new actions

Team Scan 1

Team Scan 2

Team Scan 3

Curious about your team's effectiveness?

Get started right away!

Get in touch!

Get the most out of your team

Discover how your team performs in the 6
critical areas for team success