

TEAM-on-TASK

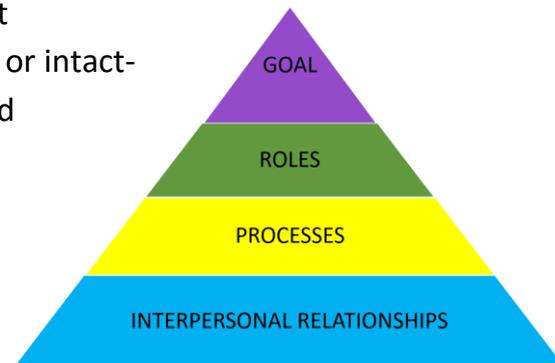
beef up your performance!



**open training
for
teams and intact work-groups**

A development trajectory for intact work-groups and teams

Team-on-Task is a perfect way to boost morale and performance of your team or intact-workgroup. It's practical, hands-on, and result oriented.



Goals

Team-on-Task helps teams to improve their effectivity. At the start each team defines its own indicators. Apart from achieving their self-chosen goals, at the end of the trajectory all participating teams:

- Have assigned and defined roles and responsibilities to achieve their goals,
- Have analyzed and improved their processes and work flow,
- Have discussed existing interpersonal issues and resolved them or found ways to cope with them,
- Have installed a process of continuous evaluation and improvement.

Underlying assumption of Team-on-Task:

We think structural and lasting improvements in team performance can best be reached by making a team jointly analyse their own performance and help them define and implement practical improvements at all four levels of team development (see team performance pyramid).

Set up

Team-on-Task consists of three days classroom training and one day on-the-job training over a period of 2 months. In between the sessions the teams carry out on the job assignments and exercises to develop and practice new self-defined daily routines which support effective operations.

A training group (maximum 20 participants) consists of 2-4 intact work groups or teams. The teams can be of the same organization or from different organizations. During the trajectory each team works on its own development. Sharing between the participating teams has a great inspirational value.

N.B. The trajectory can also be delivered on demand for one team only!

Program

Preparation

Each participants fills out a questionnaire on team- and individual behaviour.

Starter training (2 days) in a conference venue

Mapping the team in the organisation and defining goals,
Know your suppliers and your customers, you are in between!
The work processes and defining improvements,
Good team habits, bad team habits,
Mapping yourself within the team, discussing relationships,
Issues to be tackled and new routines for team and individual level.

Period of practice (8 weeks)

Practice with new daily routines and tackle identified issues,
Have weekly team development monitoring meeting (45 min max),
Send minutes of these meetings to the trainers,
Prepare final presentation on where team is now at the end of the trajectory and how it will continue improving itself.

Team coaching session (1 day per team) on site

Team coaching on effective meeting
Joint analysis of team environment/ office, etc...
Coaching on “wicked” issues,
Confirm and/or adapt action plan (routines and issues).

Closing Training (1 day) in a conference venue

Team presentations,
How to assure continuous improvement,
Empowering closure with certificates.



Trainers

Jan Willem Eggink and *Gerry van der Hulst*, both Dutch, based in Kigali and having more than 25 years of experience in management- and team training and coaching in international settings.

Language

This training can be delivered in English as well as in French.

Costs

600.000 frcs. RW / participant (exc. VAT 18% and costs of venue)

Dates

Team on Task is offered several times a year, depending on interest shown by organisations and teams.

Interested?

We are happy to discuss opportunities with you in a free explorative exchange.

Contact *Jan Willem Eggink* at 0784371794

or *Gerry van der Hulst* at 07868201521.

You also can send an email to info@threemountains.academy.