

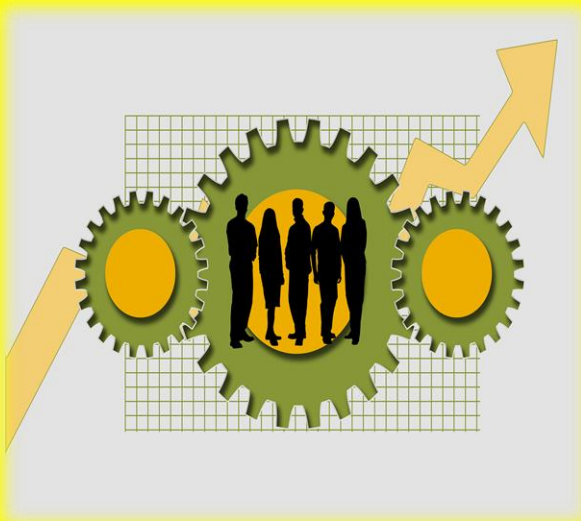


TEAM BUILDING



TEAM BUILDING

When two or more people come together to accomplish a task, they are working in a team. From the time where students work on a university assignment or are playing football we experience team work. It has been observed that individual's exhibit different behavior's in team as compared to working alone.



Teams are at the heart of success of any company small or large. In any business or organization better team work will lead to enhanced performance. Are you experiencing frustration or feel stuck while communicating or interacting with your team, and then you are not alone. Greater synergy in your team will lead to more productivity and more profit while reducing time spent on resolving conflict.



HOW TO MOTIVATE YOUR TEAM

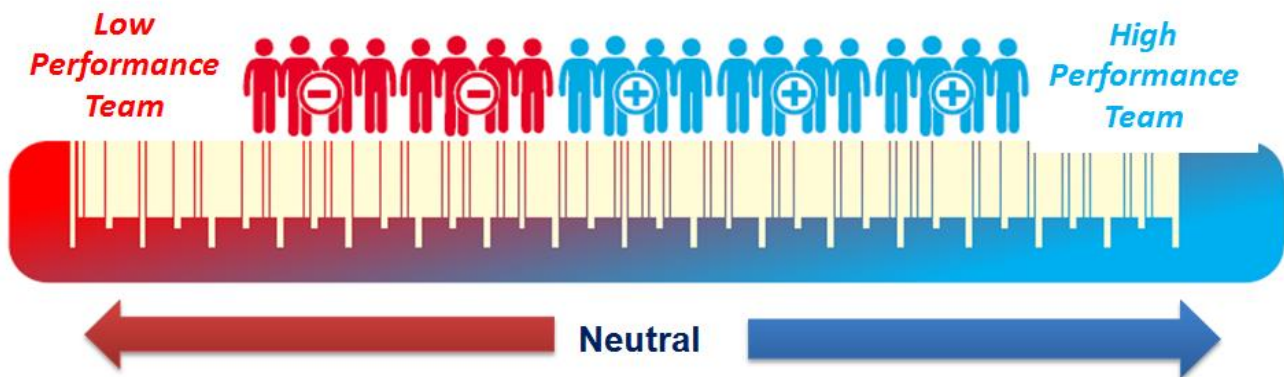
If you are leading a team, motivating your team can be challenging. However, this skill is learnable and you can also improve this skill by practicing and following some of the time proven strategies. All great leaders were excellent motivators of their teams and led by example.



A few of the ways to motivate your team are enumerated below:

- *Supportive Environment*
- *Sharing Your Vision*
- *Positive Feedback*
- *Importance of Individual contributions*
- *Getting to know your team*
- *Setting a personal example*
- *Opportunities to Learn new skills*

Team Performance



☐ Poor culture Unsupportive team works

100 → 68

☐ Good culture Supportive team works

100 → 151

☐ Good culture supportive team works

100 → 121

☐ Poor culture unsupportive team works

100 → 68

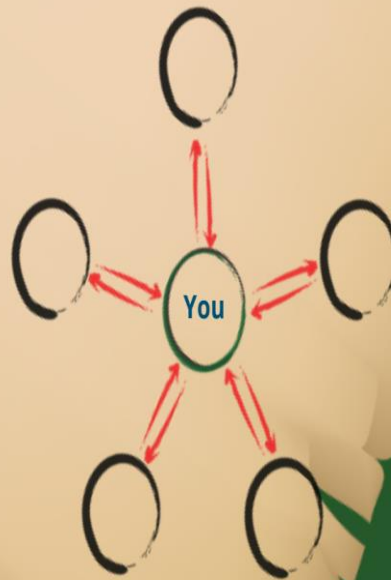
DYSFUNCTIONAL TEAMS

There are many positive aspects in working in a team but a few of the pitfalls include giving up independence, sometimes free rider have to be tolerated in a team and many times teams become dysfunctional. Few of the reasons for dysfunctional teams include, lack of trust, poor communication, conflicts on resources and accountability.



Organizing teams for peak performance can be challenging to say the least. It has been experienced that many individuals who are top performers in a particular team end up doing poorly when they are put in a different team. On the other hand, a mediocre individual when made part of a different team becomes outstanding. Why does this happen? Can we predict this? What are ways we can use to optimize our teams for high performance?

- You Affect Your Environment
- Your Environment Reacts to You and Affects You
- You React to the Reactions of Your Environment
- They Then React Back, Perpetuating the Environment



What Consistent Problems do you have in Different Jobs?

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TEAM BUILDING & COLORED BRAIN

Would you like to communicate clearly with your team, wouldn't it be useful if you knew how the brain processes information or gets ambiguity relief. You can literally transform and increase trust of your team and then build confidence in your team by using the Colored Brain. Using the colored brain, we can distinguish individuals and group them according to how they will behave in certain circumstances.

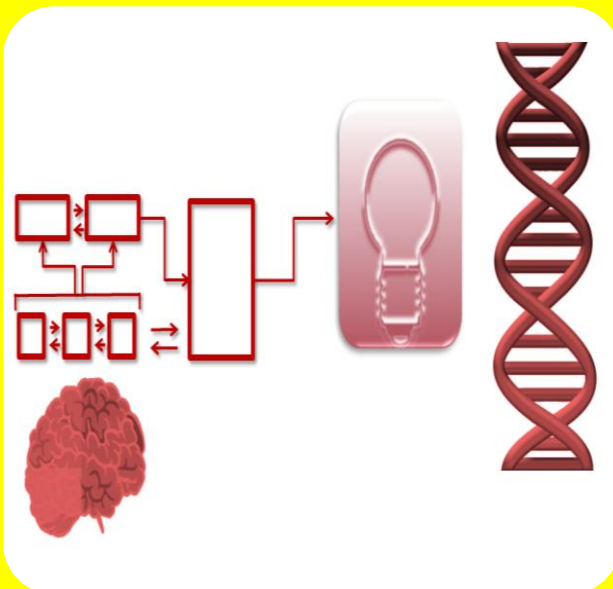


Did you know that the brain processes information for different people in a different ways and research has divided them into four types? The colored brain divides individuals in to four groups i.e. Red, Green, blue and Purple:



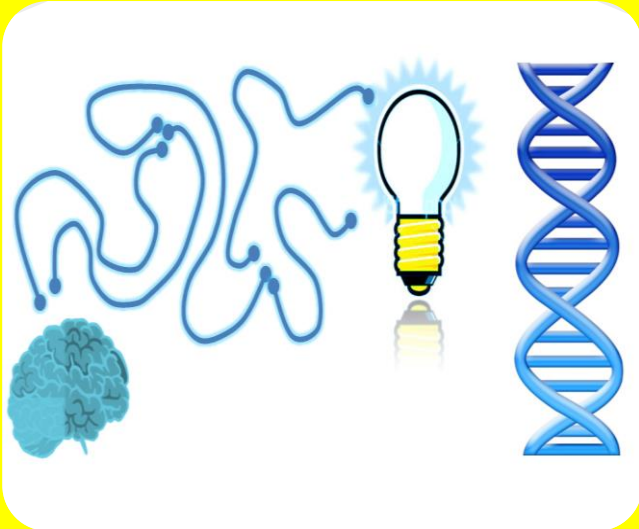
1. Green Brain - (Chaotic processing)

- Nothing is connected
- Achieves clarity through action
- Needs feedback
- Sees big fuzzy picture
- Needs to see or experience progress
- Gets over things quickly
- Makes more mistakes than other colors
- Recovers faster from mistakes than other colors



2. Red Brain - (Linear Processing)

- Needs Clarity
- Structured
- Objective
- Gets clarity through analysis
- Long term perspective
- May appear insensitive
- Makes less mistakes than other colors
- Takes longer to recover from mistakes than other colors

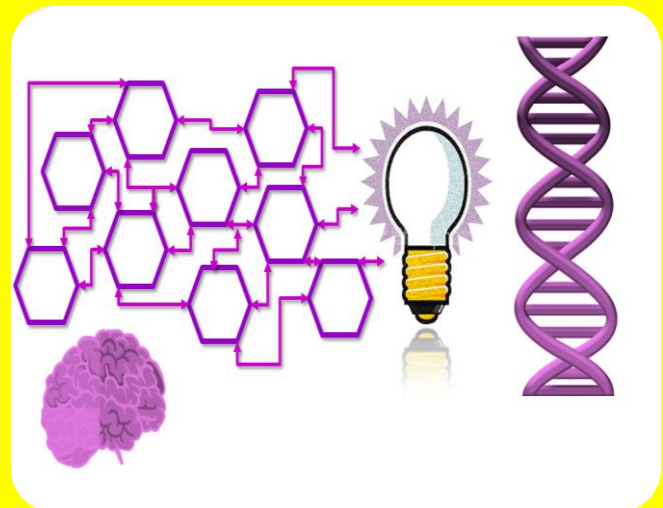


3. Blue Brain - (Intuitive processing)

- Everything is connected through sensitivity
- Sensitive to surrounding and Environment
- Insightful and intuitive
- Multi-tasking
- Natural ability to organize
- May take on others problems
- Make decisions based on intuition
- Intuitive with people and groups

4. Purple Brain - (Relational processing)

- Everything is connected through data
- Needs lots of information to get clarity
- Detailed
- Must know options
- Difficult to delegate
- Orderly nature
- Misunderstood as insensitive
- Usually take long to make decisions



TEAM BUILDING WORKSHOP

Suggested Duration:

- One day

Suggested Audience:

- Senior management
- Middle management
- Lower level employees

Assessments:

- Colored Brain
- HDMA

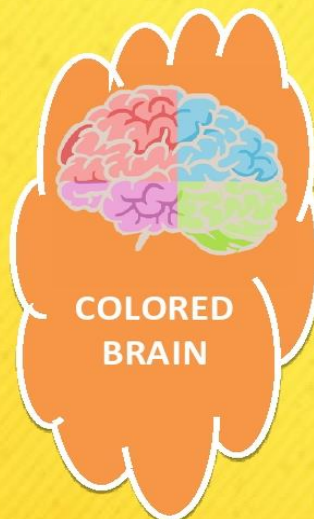
Results:

BEFORE

COMMUNICATION ---

TRUST ---

CONFLICT + + +



AFTER

COMMUNICATION +++

TRUST +++

CONFLICT - - -

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