

Team Development



Key Objectives:

- Analysis of Efficiency (losses) of teams; improved efficiency and team performance
- Team building
- Optimal coordination and cooperation
- Detection and analysis of sources of conflict, friction and losses in productivity
- Development of synergies
- Tangible improvement and measurable Rol
- Application e.g. after mergers, organizational change, team-expansion, after drops in performance and for analysis when collective targets are not met.

Deliverables:

- Team analyses
- Data evaluation (total, or department by department / team by team),
- Tangible suggestions for improvement & problem solutions
- Follow-Up - analysis

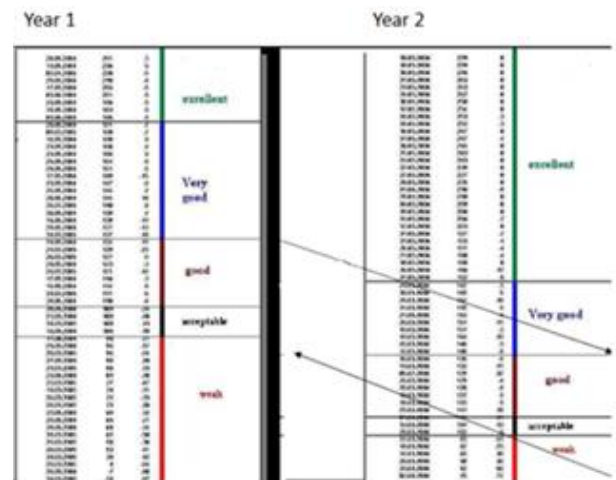
Method:

- Measurement of the current level of 69 Team-success-factors in the areas of Efficiency, Motivation, Organization, Cooperation, Corporate Culture, Team Environment, Difference of Interests Team Leader, Leadership
- Various Report Formats and Analyses on the organizational level, team level, departments (optionally: anonymized reports)
- Development of customized optimization programmes , actively involving all concerned parties in the entire process
- Structured development- and consulting-process
- Follow – Up: Measurement of change in potential and in performance improvement for all teams possible

Cases & Clients (Examples):

- Team analysis and team development for employees at 3 production sites of a tool manufacturing & automotive company.
- Team analysis a large trade and service provider

Example: Group Results, compared:



DNLA – Benchmarking with the Best!

DNLA – Discovering Natural Latent Abilities is a unique approach, combining accurate, high-quality, objective analyses and individual, customer-oriented solutions in a perfect way. The system is based on the findings of fundamental research on occupational success factors done at Max Planck Institute in Munich by Prof. Dr. Dr. Brengelmann and Dr. W. Strasser and gives you an exact image of the current level of potential in the key Soft Skill success factors which are the essential basis for success in the job!

- Key Facts:**
- Database: approx. 100.000 datasets in total for the benchmarking
 - Available in many different languages, for different cultures and countries
 - Precise results for the individual, for groups and teams, and for the organization as a whole
 - In-house application: Both the program-software and data Intelligence (“DNLA-Master”) and the DNLA Know-How (DNLA-debriefing-process; training and certification as DNLA-in-house-consultant) can be offered directly to the client.
 - objective, valid & reliable
 - Customizing-options

DNLA - We turn Potential into Performance!

