

# Team Dynamics and Behaviours

## Great Together

### Programme Overview

#### Summary

How well do you understand your team dynamic and the impact it has on you and your colleagues? Do you think you could improve the level of togetherness and effectiveness within your team?

The Great Together programme provides the support and expertise to answer these questions. We help your team create new, enduring habits and behaviours that are the foundation for collaboration and inclusion.

#### Style and Approach

The programme is tailored to your specific team's needs. We involve you in identifying a theme that's relevant to you, and the facilitated discussions will be based around that theme. This is how we make the experience relevant for you.

The workshops are highly interactive. We don't deliver lots of theory. We're all about providing the support and structure for you to explore and improve your group dynamics.

#### Programme Structure

Two questionnaires and four workshops, a total of six hours of your time.

The workshops can be adjusted to fit in around your daily commitments.

#### Audience

Any group that works together with a common aim, regardless of level or role. This can be a line manager with their direct reports, or a group of people working together on a project.

#### Group size

For workshops, a minimum of six and maximum of 16 is recommended. The programme is flexible and can be scaled up to accommodate larger groups.

# Programme Overview

## Preparing for the workshop

A nominee from your team will work with us to identify the topic (or dilemma) so that we can tailor the programme to meet the specific needs and goals of the team concerned.

Typically, this is two meetings of an hour each to start with, followed by a weekly call of 30 minutes for the duration of the programme.

## Programme Topics

- Learn about psychological safety and cognitive diversity, and their significance for team performance
- Measure your team's current level of effectiveness
- Explore the impact of your own team's dynamics on your colleagues
- Find out what drives us to behave in certain ways, and about the science behind how to change or embed new habits
- Create your own new habits to build and embed a culture of collaboration and inclusion

## Outcomes

At the end of the programme, you will repeat the original questionnaire.

This enables you to compare your 'before' and 'after' positions and see for yourself the positive impact you've had on your team dynamics and interactions. You will notice that your team meetings are more inclusive, and your decision-making more effective.

### How to Apply:

Please contact us at [GreatTogether@networkrail.co.uk](mailto:GreatTogether@networkrail.co.uk) to arrange an introductory (no obligation) discussion