



## Belbin Team Building

Belbin team roles are one of the most popular and researched models for helping groups of people work more effectively together. A lot of profiling tools are based on self-reporting. The issue here is that the perceived behaviour may not correspond with what others observe. The power of Belbin Team Roles is that it combines both self and observer reporting to develop a more complete picture of how an individual operates within a team. Consistently, Belbin Team Roles has proven to be an accurate predictor of team performance

An interactive 2-day workshop designed to increase productivity, raise morale and encourage innovation by helping teams to improve the ways in which they work together. The contributions each person brings to the team will be identified and strategies for optimising personal effectiveness will be discussed.

### What are Belbin team roles?

*“A person’s tendency to behave, contribute and interrelate with others in a particular way”*

We all have particular predisposed strengths that we bring to any team. Whether it be attention to detail, the ability to see the big picture or a talent for establishing networks and building relationships. When we understand and can express these strengths everyone wins. We enjoy our work and perform better and the team is more harmonious and productive.



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# Belbin Team Role

## Course Topics

- ▶ Characteristics of High Performing Teams
- ▶ Crisis Team Experiment
- ▶ Background on Belbin Team Roles
- ▶ Understanding Your Team Role
- ▶ Playing To Your Strengths
- ▶ Understanding Other Team Roles
- ▶ Creating Leverage In A Team Environment
- ▶ Using Team Roles For Effective Problem Solving
- ▶ Improving Communication



## Further Outcomes Include

- ▶ Highlighting imbalances in existing teams, including unnecessary or potentially troublesome overlaps, and people playing out of position.
- ▶ Cutting through unnecessary preliminaries when setting up new teams and project groups by clarifying team members expectations of each other, agreeing on an appropriate operating style and playing to strengths.
- ▶ Reducing conflict, both in team situations and throughout the organisation in general.
- ▶ Uncovering “surprise fits” and untapped talent within the organisation
- ▶ Focussing on people’s strengths: Belbin often has a significant positive effect on an individual’s self-esteem with a resultant increase in productivity.

## Customisation

TP Human Capital can customise the program so that it directly relates to your workplace. After consultation and discussion aimed at gaining an in-depth understanding of your specific business needs, TP Human Capital will design a tailored programme based on your work environment. Certified facilitators then guide your team through an engaging and interactive program exploring the keys to **Belbin Team Roles**.

**For more information or for a tailored proposal please contact TP Human Capital on 4772 3800**

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