

# Team Effectiveness

When individuals come together to work in groups, the collective whole is not just greater than but different from the sum of its parts. When individuals become members of a team or workgroup, there are additional dimensions at the interpersonal and group level that drive patterns of communication, problem-solving, decision-making and innovation. These often complex processes impact on each individual and the group as a whole, and are in turn impacted by the individual and the group in a continuous dynamic flow. This may help to explain why having a group of exceptional people together will not necessarily always deliver exceptional results.

## Typical challenges

- What talent do we have in the team?
- How do we use our talents?
- How are we different when we are together versus when we are apart?
- What is our capability as a whole?
- What are our team processes? When are we effective and less effective?
- What and how can we become higher performing?
- How can we be more of a team when we don't see each other very often? We have just had a change of leadership/ ownership/ team member- what does this new situation mean for us?

## ABC's approach

A combination of the following activities could be used:

- Assessment of individual capabilities using validated tools
- Assessment of team effectiveness using validated tools
- Observation and feedback through attendance at meetings and Post Action Reviews
- Facilitated team events
- Facilitated team talk

The depth of experience in team development means that ABC can facilitate dynamically by working with issues as they arise rather than relying on 'staged' or set-piece teambuilding activities. The result is that team members develop relationships and solutions at the same time.

Read article on ['why groups are important'](#).