

# TeamWorks

## Who it's for

Fast-growing professional services businesses with at least 15 employees. **Teamworks** leaves you with a complete platform for organisational growth and productivity in just a few sessions.

Stop micromanaging, reclaim your time and run your business with ease – without having to feel like a nagging parent.

## When to do it

- When issues such as underperformance, conflict, duplication, miscommunication, poor time management etc are getting in the way of growth.
- When everybody in the business needs to step up and work more effectively together.

## What's included - ABC

### 1. Accountability Audit

- Clearly defined accountabilities with deliverable, measurable outcomes for each role.
- Agreed common 'groundrules' for behaviour and communication.
- Immediate agreements and solutions for any problems uncovered.
- An action plan for the first steps following the event.

### 2. Behaviour reBoot

- Creation / re-evaluation of company values.
- Clear statements of key behaviours for each value.
- A plan for integrating the behaviours into 'just the way we do things around here'.

### 3. Communication Consolidation

- A bespoke home-grown performance management process that everyone buys into.
- Plans for integrating the learning from 1 and 2 with everyone in the business.
- Basic management skills training to ensure everyone is confident and competent in implementing the work done.

## Results you can expect

- A common picture of how the business works.
- Complete clarity on the outputs of each role and how these will be measured.
- Future leaders who take accountability for the business.
- A shift in emphasis from 'activity' to 'output'.
- Reduction of 'activity' in the business that does not deliver results.
- A platform for future performance management, succession planning and recruitment.
- Issues surfaced and resolved during the process itself or actioned for later resolution.
- A common language for resolving future issues.
- Commitment from everyone to his/her role, *as it needs to be to support the business.*