



## Team Developer With insight to work!

VANDERHEK | METHODOLOGICAL CONSULTANCY

Virtually all organizations is realized through collaboration in teams. Without teamwork no organization!

During team meetings team members discuss with each other various topics, they bring ideas, they criticize certain developments, they evaluate programs, etc., all with the aim of improving the quality and increasing satisfaction of: your customers, clients, students , parents, customers, patients.

The basis for booking the desired results lies in the hands of your team (s).

To identify how motivated your team is and where potential bottlenecks are experienced VANDERHEK has developed the Team Developer.

The scan provides your team the opportunity to learn, to become better and to invest in their own qualities. Which not only strengthens your team, but also increases the possibility to achieve your organizational goals.



## What is a team?

A team is more than a group of people working together: a team is a group of people with complementary skills, they are connected by a common vision, a common goal and a common approach for which they hold themselves mutually accountable.

But many 'team' members experience their team not as a team (with a common purpose, common products / services and collective responsibility for achieving results), but more as a group, consisting of small working groups (for example, two people, buddy-cooperation across team boundaries or consisting of separate individuals with their own result area).





## Goal: from central control to independent functioning

Teams are increasingly assigned to work independent: sometimes as a team in control, but at least able to execute tasks themselves.

The Team Developer focuses on the three core themes: openness to each other, dare to address each other, and the focus on results.

The feedback encourages employees to develop (self)reflection and reflection about the organization of their team.



## Results Team Developer

Applying the Team Developer ensures that teams, across various sectors, become more open towards each other, and start "working together" in a more result-oriented way. The awareness arises that it is effective and efficient to use of each other's qualities in order to achieve a good result.

In a very accessible way, the three most important attributes for successful teamwork can be increased and thus strengthening the team. Resulting in:

understanding that a clear formulation of the team focus is required to work as a team (what binds us?);

understanding of how to use of each other's qualities as a team to be able to achieve the objectives / results;

more insight that actually open and result-oriented work requires that team members address each other on behavior and results;

better understanding of how the ambition and the core values are associated with each other.

With the Team Developer you invest in your employees but also your ultimate goal: achieving your business goals.



## Example Questionnaire and Report

		NEVER						ALWAYS
1	I'm open to new ideas							
2	I discuss how we treat each other in our team							
3	I monitor the quality of my work							
4	I appreciate different ideas form others							

		NEVER						ALWAYS
1	Our team is open to new ideas	Actual						
		Ideal						
2	In our team we discuss how we treat each other	Actual						
		Ideal						
3	The quality of the work is monitored by our team	Actual						
		Ideal						
4	Different ideas are appreciated within our team	Actual						
		Ideal						

Orientation on Results

