

Connected Colleagues: TEAM-Mojo

The Context:

Even before the pandemic, three in four managers said that they struggled with making 'a connection' with team members⁽¹⁾. Despite the exponential growth in on-line communication, one in two leaders believe that their level of interconnectedness with team members is in decline.⁽²⁾

The Impact:

Diminishing connectedness, fuelled by an increased sense of isolation and lowering of resilience, is likely to lead to lower productivity, less discretionary effort, less trust and less diversity of thinking. Individuals are hard wired to want to 'belong' and to thrive. They want to feel part of a high performing team and play a meaningful role within their 'tribe' in delivering success. With an unrelenting workload, continued uncertainty and market volatility, 2021 is likely, for many, to be a year of significant disaffection, anxiety and fatigue.

The Question:

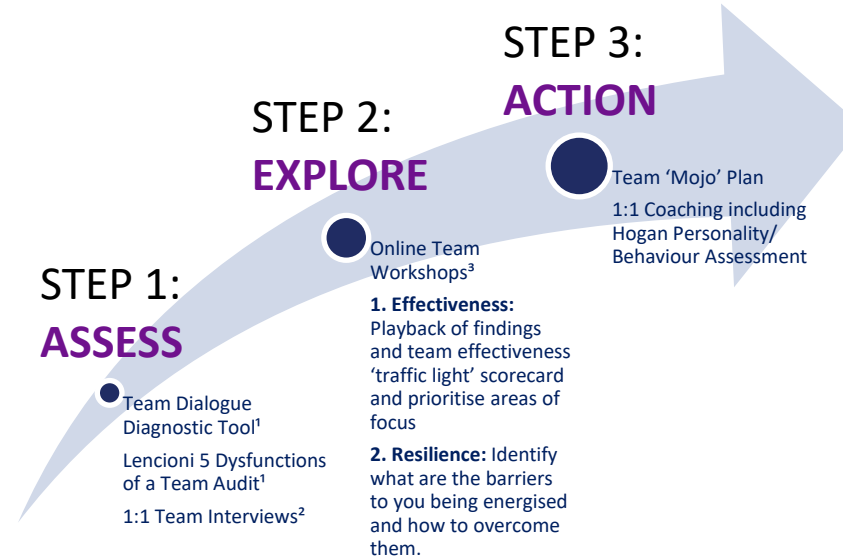
To forge real and sustainable connections with teams in the new hybrid workplace of being on-line or in person, requires active listening, empathy and open communication. As a leader, **how confident are you** that you can keep your team connected and dynamic through this next tough year? If you're not, is this a risk you are prepared to take?

1 MIT Sloan Management Review, December 2020

2 INSEAD Knowledge, June 2020

The Solution:

Our proven '**TEAM-Mojo**' process follows three simple steps that will get the team 'mojo' back by building trust, creating more inclusivity and forging greater resilience. By working with you, we blend our Board-level communications experience and coaching expertise with proven diagnostic tools to help unlock higher levels of team effectiveness and performance.



1. Lencioni 5 Dysfunctions Online Assessment and Team Conversation Diagnostic
2. 30 minute online or telephone interviews
3. Two x 2.5 hour facilitated sessions on Zoom or Teams

When you might use it:

Our goal is for your team to be energised, connected and supported – and that requires the development of a bespoke Team 'Mojo' Plan and a 'Mojo' development plan for each team member as well.

For teams that simply need to do a quick check up and a boost of energy to jump start, then we would recommend the 'light' version of the process that is built around the Lencioni 5 Dysfunctions Audit only.

For more senior teams, important project teams or teams that are looking to reignite their 'mojo', then we would recommend the 'max' version of our process that includes the Team Dialogue Diagnostic and Hogan Personality Assessments.

