



# Team Development

**Most people want to collaborate - but this is often easier said than done!**

Team Development focuses on developing groups/teams, so they can function efficiently while carrying out their objectives and tasks, in addition to focusing on trusting collaboration and personal well-being for the individual team members.

In Team Development we employ four approaches that combine targeted work on the team's task (product) with team interaction (process), and this is implemented in close collaboration with the responsible manager.

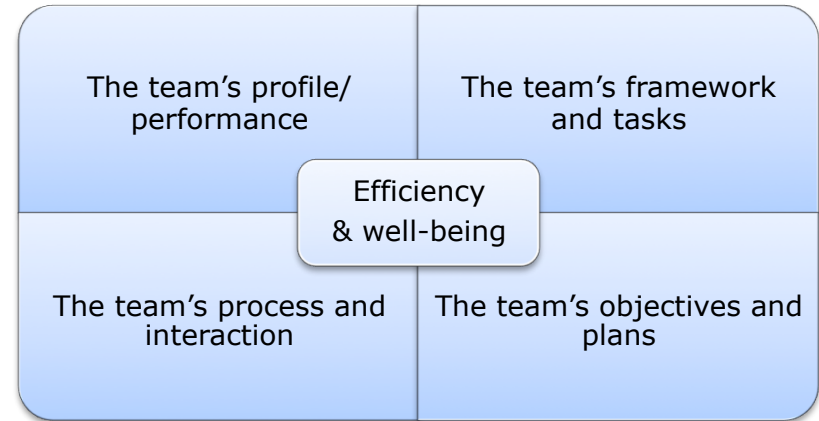
## Target group

Team Development is targeted to various types of groups/teams, for instance working groups, project groups, self-managed teams, and teams of professional specialists.

## When is team development needed?

- New or experienced teams needing start-up assistance here-and-now
- Experienced and high performing teams/groups who need inspiration and tools for continued development
- Help and inspiration for autonomous/co-directing teams
- Project groups, and all the dilemmas that can arise in a temporary group
- Help managing frustrations or latent conflicts within the group
- The group has been merged/fused with another group
- The group is "stuck" and lacks innovation and creativity when faced with problem solving and decision making<sup>1</sup>

## Content



## Requirements and benefits

The group/team invests some time in working on its collaboration and interaction, and in return receives a better understanding of the group's dynamics and strengths as well as relevant tools to enhance the group's performance, interaction, and well-being going forward.

## Program and duration

The program is planned based on a needs analysis performed with management and the group/team, as agreed.

## Contact and more information

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