



**GROW YOUR PEOPLE.
GROW YOUR BUSINESS.**

TEAM ACCELERATOR™ PROCESS

1. ANALYSE & EVALUATE:

We ask questions and get to know you and your team, understand where you are and where you wish to get to.

2. UNDERSTAND TEAM PURPOSE:

We explore the true team purpose and connect in an engaged and focused manner.

3. DISCOVER THE TALENTS OF TEAM MEMBERS AND HOW THEY CONTRIBUTE:

Develop self awareness, learn to appreciate differences in people and the value they bring.

4. LEARN & EXPERIENCE:

Through interactive workshops practice and implement new skills and develop new and exciting ways of doing things.

5. REVIEW & REFLECT:

In the time between workshops take time to implement changes and evaluate the impact.

6. PLAN:

In the time between workshops take time to implement changes and evaluate impact and pro-

7. APPLY:

Observe learning in action, mindful of purpose and impact.

8. MEASURE & FOLLOW UP:

Check progress, review in context of challenges and refine plans to move forward.

OUR APPROACH

We believe effective team performance only happens when team members build awareness, know their purpose and want to change their behaviour.

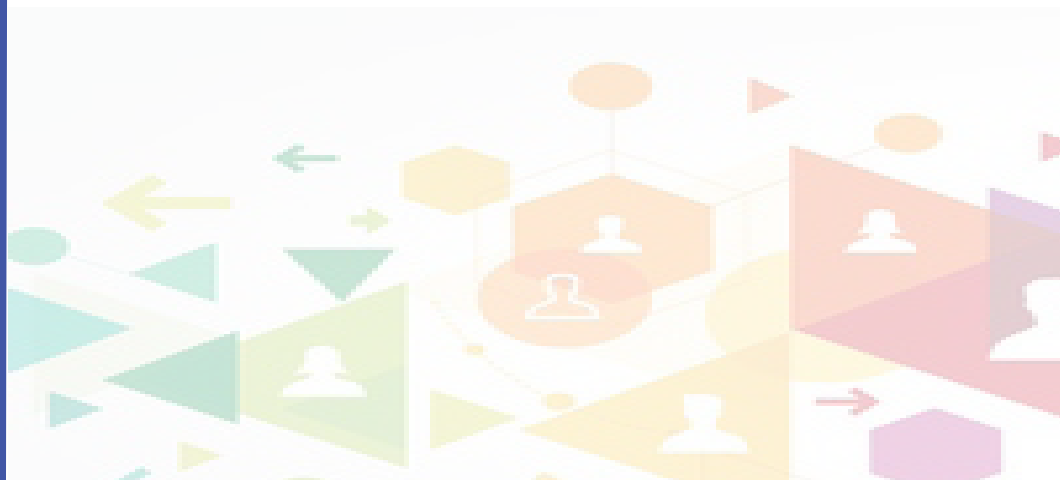
We ask the right questions to engage, analyse and evaluate your current team culture and build a solution to fit your needs. Our offer is built around 3 key areas:

1. **Fundamental Interpersonal Relations Orientation (FIRO):** this tool is the key that unlocks the potential in workplace relationships.
2. **Team Effectiveness Workshops:** full or half day sessions with content tailored specifically to your needs
3. **360 Feedforward:** linked to your competency framework, receive development feedback from those you interact with.

HOW IS IT DIFFERENT?

Much research shows that outdoor team development events while memorable, often don't impact team effectiveness in the longer term.

- **We tailor** each programme to include elements such as psychometric profiling tools, and make clear linkages back to the achievement of the business strategy and objectives.
- **We facilitate** robust follow-up to check on progress to ensure team development is not a one time event.
- **We offer** a total of 4 days over a 3 month period. Allowing time for sufficient planning and follow up.



WHAT IS TEAM ACCELERATOR?

TEAM Accelerator™ is designed for organisations who want to build a solid high performing team.

IS FOR.. AWARENESS

- Identify your team purpose.
- Awareness of self and others using appropriate psychometric tools such as: FIRO Element B & Insights.
- Explore how behaviour affects performance.
- Identify opportunities for improvement.

IS FOR.. BEHAVIOUR

- Explore Team dynamics and shifts in thinking.
- Identify the traits and behaviours of a high performing team.
- Experience team dynamics through an interactive team event.
- Understand what factors affect team performance.
- HAVE FUN AND MAKE MEMORIES!!

IS FOR.. CHOICE

- Review learning and identify what needs to change.
- Reflect on personal contribution and impact.
- Offer and receive 360 feedforward to improve behaviour.
- Identify actions to improve team performance.
- Contract how to apply changes & make progress as a team.

IS FOR.. DOING

- Apply and take action on learning.
- Implement changes and review performance.
- Measure results and thrive.



WHO WE ARE AND WHY?

OMT Global is Ireland's leading [Training and Development consultancy](#) with a global footprint. OMT specialises in transformational learning, we grow your business through developing high performance individuals, teams and organisations. Since 1989 OMT is a trusted partner to the [world's biggest brands](#) and progressive organisations, delivering innovative and quality focused solutions. Our passion, extensive experience, deep knowledge, creative and enthusiastic approach is globally renowned. Our award winning, customised design is always specific to your needs. OMT enhances business performance by enabling people to recognise and fulfil their potential, solving complex challenges and delivering tangible results. Leveraging our multilingual platform and [global team of experts](#), OMT can deliver solutions in your local language, wherever you are in the world.

“During a time of significant change for Lidl Ireland, working with OMT Global has allowed us to tap into their experience, innovation and cutting edge techniques to create a suite of best practice development programmes across all levels and areas of the business. Their openness, professionalism and adaptability enabled them to understand and assist in delivering our Learning & Development vision that firmly aligns to our business strategy.”

LIDL

“OMT Global are working closely with our Commercial Division's senior management team. They understand our people as well as our business and have helped us create a clear vision of the future along with a strategic implementation plan that works for us.”

FRIENDS FIRST