

**Reddin OMD**

Organisation for Managerial Development

# Team Effectiveness Seminar





## TEAM EFFECTIVENESS

A successful team puts its efforts in realising set objectives; Nowadays, effectiveness is almost impossible without teamwork. A successful team is a team that has self-confidence; its members know their strengths and use all of their competencies to realise their objectives. The team members of a successful team trust one another, use one another, support one another and complement one another. A successful team achieves more than what a collection of individuals would achieve. The 3-D Team Effectiveness Seminar (3-D TES) is a logical step towards a more effective organisation. It is an in-company seminar, attended by a management team, a business unit team, or some other team from the organisation. The 3-D TES builds on what team members have learned in the 3-D Managerial Effectiveness Seminar (3-D MES) and allows participants to apply knowledge, skills and experience in their everyday work situation. The 3-D TES brings coherence in the output of divisions, business units, departments, teams and managers and enhances the cooperative power within the organisation.

## SOME BASIC CONCEPTS

Reddin's approach includes:

- **Team Management:** a unique form of cooperation, getting the best out of people.
- **Output Management:** defining the results to be achieved rather than the actions to be taken.
- **Situational Management:** when a person consciously applies the correct management style in a specific situation.

Reddin is the only business consultancy that integrates all three concepts in its training and consultancy and provides the necessary synergy. In addition to task orientation and relationships orientation, the essential third step is the concept of effectiveness.



## SEMINAR STRUCTURE

Both the 3-D TES I and the 3-D TES II will require two consecutive days of training. Prior to a seminar, the team has a preliminary meeting with the consultant delivering the seminar. Afterwards, team members individually prepare themselves by carrying out a number of assignments. Such pre-course work will take them about 6 to 10 hours to complete. A certain amount of detail is to be decided upon by the team.



## THE 3-D TES

Typically 3-D TES is being applied in two phases.

The first phase is called 3-D TES I and deals with establishing the effectiveness areas of the team and the individual team members, relative to the rest of the organisation. When coaching, the team will reach a consensus about their required output. Though difficult at times, it also offers huge benefits:

- Team members will act in accordance with and in the spirit of set objectives.
- Internal competition and time wasting by duplication will be suppressed by the consultant.

- Important new insights in output principles are to be gained e.g. on the topics of strategy, market position and team opportunities.

The second phase is called 3-D TES II and starts with a review of the agreements that result from the 3-D TES I phase and the results participants have achieved in the workplace. Next, the power of cooperation in the team is being evaluated. The team analyses the degree of task orientation, relationships orientation and effectiveness of team members and will be asked to develop a plan for improvement. Other elements of cooperation are being evaluated: How the team reaches decisions, whether the team looks critically at the habits that have developed in the way meetings are being held and whether the present team structure is adequate still. Within a team one will find different styles of cooperation. These will be evaluated against the 3-D management theory. From session, it will become clear whether the team is able to operate as flexible as the individual team members are. Team members will decide whether changes are required.



## PARTICIPANTS ABOUT 3-D TES

- "Reddin familiarises itself well before the seminar and the preliminary phase is carefully managed."
- "The measurability of the result of the training is an objective in itself; Reddin is committed to that."
- "Theory and practice are alternated well during the seminar in a structured way and are very useful in the everyday work situation."
- "The trainers show great empathy and know what they're talking about."

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## REDDIN OMD

Reddin OMD is affiliated with W.J. Reddin & Associates International. The latter organisation was founded in 1965 by Professor dr. William James (Bill) Reddin, when developing the "3-D Management Theory" whilst Dean of the University of New Brunswick, Canada. Thanks to international collaboration the expertise of the consultants is of a high level and up-to-date. With the concept of "effectiveness" as the basic principle, organisations will gain a better understanding of the way to better results.

## THE OBJECTIVES OF 3-D TES

Following a 3-D Team Effectiveness Seminar, a team has:

### 3-D TES I

- Coherence in effectiveness areas
- Clear objectives, to which the team members have committed themselves
- A clear definition of responsibilities and authorities
- Valuable agreements to build output-oriented cooperation

### 3-D TES II

- More openness, sincerity and respect within the team
- Awareness of team obstructive forces
- Agreements that promote team building
- More cooperative power
- Agreements per team member based on individual feedback

## REDDIN IS SUCCESSFUL IN:

Argentina  
Australia  
Belgium  
Brazil  
Canada  
Finland  
Germany  
Great Britain  
Greece  
Mexico  
The Netherlands  
Norway  
South Africa  
Spain  
Sweden  
Trinidad  
United States  
Zimbabwe

and other countries

## THE REDDIN METHOD

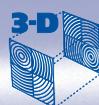
The Reddin method is all about success, effectiveness and being decisive. Achieving success is achieving excellent results. The Reddin method is also about people: managers and staff. Please, do not hesitate to ask for information.

## MORE INFORMATION

For brochures about the 3-D Managerial Effectiveness Seminar (MES), the 3-D Team Effectiveness Seminar (TES), the 3-D Seminar Effective Coaching (SEC) and the 3-D Consultants Effectiveness Seminar (CES), or other information, please call us:

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You can also contact us by e-mail: [info@wjreddin.co.uk](mailto:info@wjreddin.co.uk) or visit our website: [www.wjreddin.co.uk](http://www.wjreddin.co.uk)



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