

EBWt: Improving How Teams Work Together

Understand the Impact
Develop the potential



Arthur Basley

Emotions & Behaviours at Work

www.arthurbasley.com

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Why EBWt Teams

- Get up to speed quickly with who you have on your team
- Deal with communication issues and personal clashes
- Improve a dysfunctional team
- Successfully merge teams with different cultures
- Support for putting a team together from scratch
- What to consider and measure when restructuring a team
- Improve how your team works together

At the core of this programme is a unique on-line assessment that provides insight at an individual and team level, benchmarking against 8 business emotional intelligences and 6 critical drivers of team performance.



Stage 1 – Individual Assessment

Emotional Intelligences



Decisiveness

Willingness to make decisions, the need for control and the level of comfort with decision making responsibility.



Empathy

The ability to recognise, be sensitive to and consider others' feelings, needs and perspectives. The need to understand, to help and work with others.



Motivation

Level of energy, passion, drive and enthusiasm for work, being optimistic and positive, the need for achievement and challenge.



Conscientiousness

The need to plan and have structure, be diligent and meet deadlines; the level of comfort with conforming and following the rules.



Influence

The drive to influence others and persuade them, to be heard and have an impact.



Stress Resilience

The capability to relax and deal with the day to day pressures of work; the level of comfort with showing and managing emotions e.g. can control/ hide temper when provoked.



Adaptability

The desire for, and enjoyment of, variety in the workplace; the capacity to keep an open mind and be flexible with different and creative approaches.



Self-Awareness

This scale is an index of the extent to which an individual's EBW scores is likely to correspond with the way that others would score them on the EBW scales.



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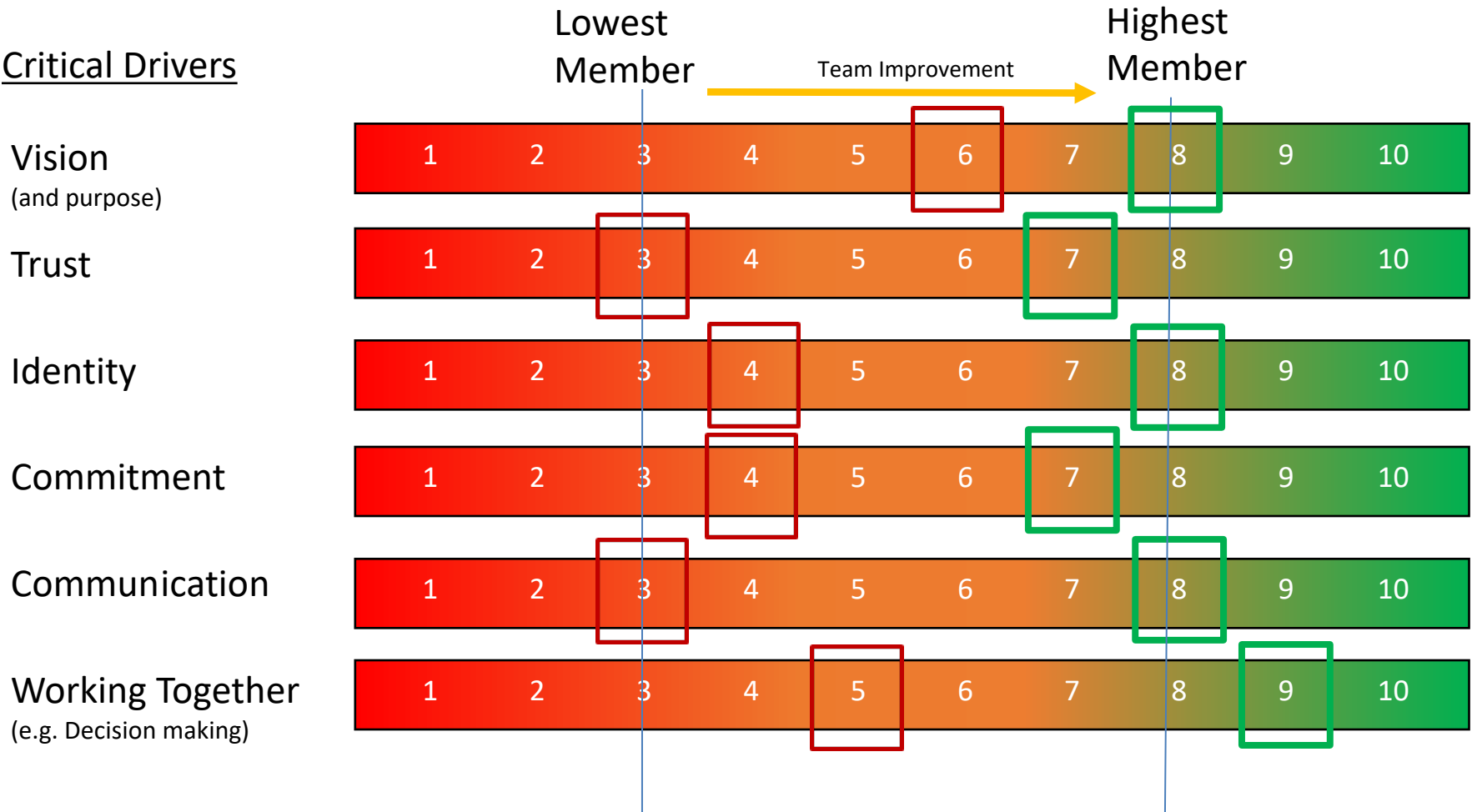
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Stage 1 – Benchmark Your Team

Critical Drivers



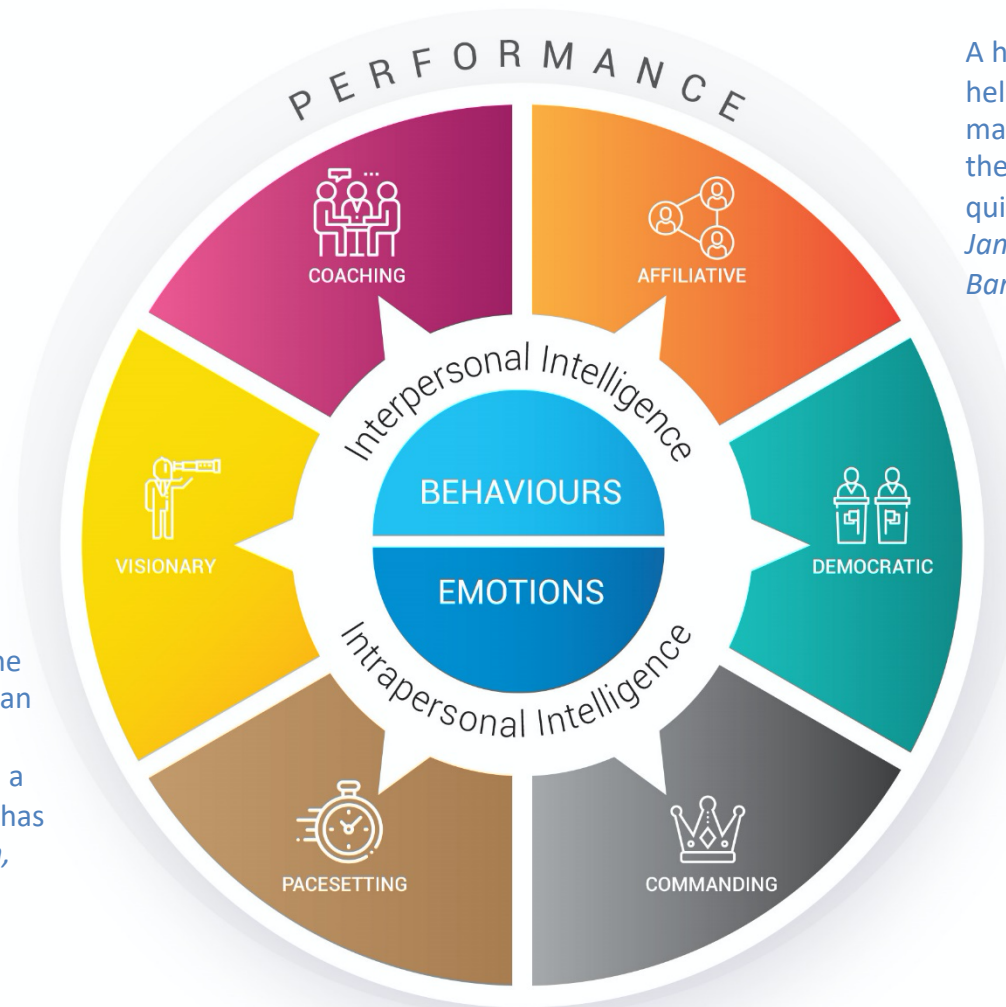
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Stage 2 - Assessing & Developing Leadership Styles



A hugely positive influence in helping a significant part of our management team in developing their leadership skills, crucial for our quick growth.

James Macaskill. Founder, Barry's UK

Valuable insight into my leadership behaviours. I have learnt to acknowledge that the way I think about situations can affect my performance. I am much more self aware and as a result output of quality work has increased. *Richard Akinlawon, Development Director, Just Eat, UK.*

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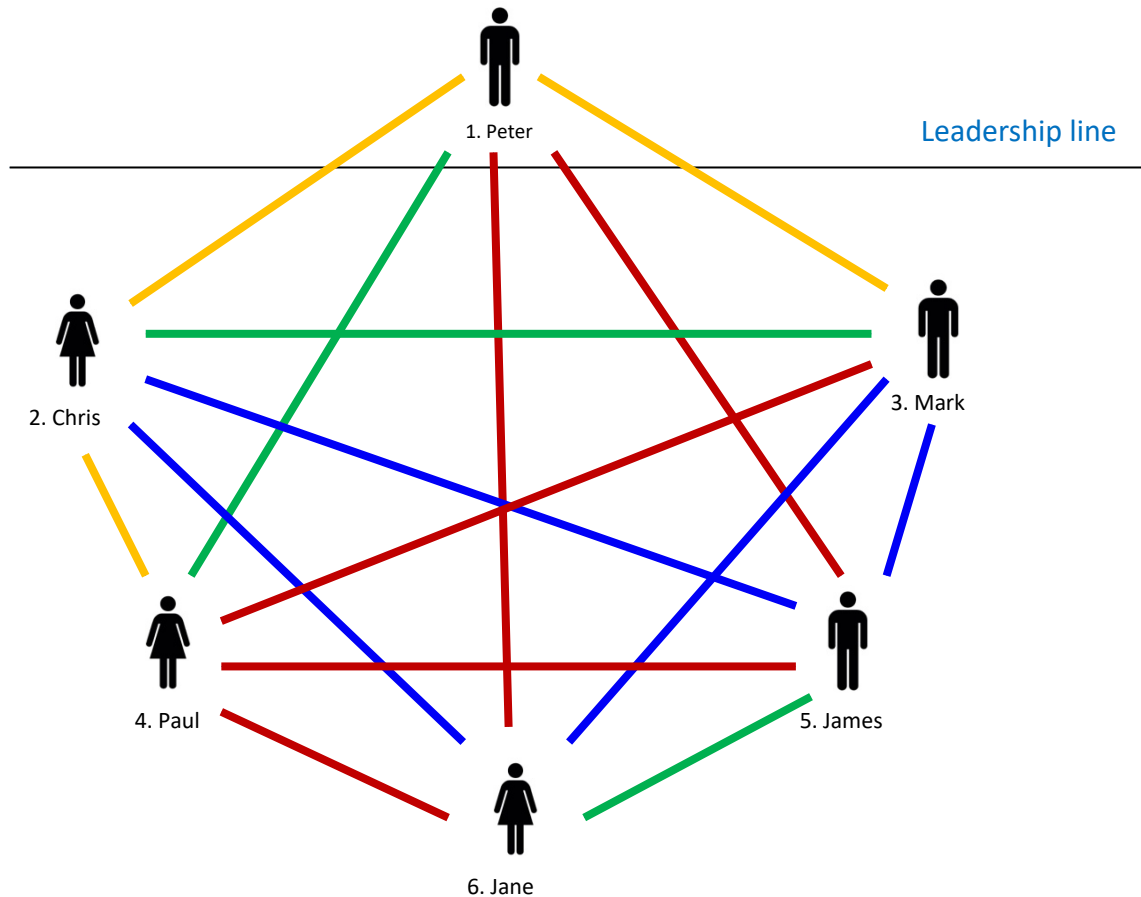
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Stage 3 - Building Teams with EQ Maps



Results from the Team Assessment are used to form a series of workshops or virtual sessions to develop the teams optimal performance.

- Vision/Purpose
- Levels of trust
- Identity (loyalty/accountability)
- Commitment to team goals
- Communication
- Capability to work together

Degree of Psychological Effort

No Effort	
Minimal Effort	
Some Effort	
Significant Effort	



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EBWt Approach

EBWt works at individual and group level, using Business Emotional Intelligence to improve team performance.

Typically this (flexible) programme consists of:

Stage 1. EBWt on-line Individual/Team Assessments

Stage 2. EBWt Individual Leadership Style Assessment and
Virtual Coaching

Stage 3. EBWt Team Discovery (1 day) & Effectiveness
Programmes (Needs Driven Bespoke)



What Is Your Next Step?



Click [here](#) to contact us and discuss



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