

## DEFINING TEAM ROLES

Select starts by taking the perspective of the people in your organisation. People have talents that when combined with other talents can create a very tight team. But, as a manager, how do you get the optimum results from your team? How do you recognise the talents of the members of your team and how do you engage these properly? You can obtain a detailed answer to these questions using talent analysis and comprehensive reporting.

### YOUR CHALLENGES

- You would like to improve the collaboration between your staff.
- You want to acquaint yourself with the career expectations and potential of your staff.
- You want to identify the actual talents of your team members.

### OUR SOLUTION

In this course, Select helps companies identify the professional preferences and team roles of each employee. These team roles can be analysed with a focus on their current job or potential future job. We also examine the added value and complementarity of each team role. What is valued in each team role? What are the negative aspects?

### OUR APPROACH

Theory is directly put into practice in an interactive manner. We swap experiences using role play, exercises, and brainstorming sessions. This leads to a valuable exchange of ideas and constructive feedback. Reality is never far away because participants are asked in each part of the course to apply their learning points to their workplace. These can be included in an action plan. Select provides the participants with tools that they can immediately use when carrying out their job.

The course is divided into the four phases of an effective learning process. More specifically, these are the phases of the **Kolb learning cycle\***.

### WHAT YOU WILL ACHIEVE

You will identify the talents in your team using the tools provided by Select. This will allow you to optimise and develop your team so they themselves can further their development and be more deployable in the long term.

## KOLB LEARNING CYCLE\*

