



# Creating Cohesive Teams

## Failing Together?

*"We just don't seem to work very well together! Everyone goes in different directions and does their own thing. We're not on the same page about anything and we don't share information or help each other out with problems. We work at cross-purposes and cut across each other"*

Does this sound familiar?

## What's Cohesive Teams all about?

The tendency any team has to stick together and stay together through thick and thin, despite difficulties and set-backs, pretty much spells out what cohesion is.

It's what keeps a team rowing in the same direction. That's the real test of team cohesion. Cohesion involves finding good reasons to stick with the team, persevere, stay united and work in collectively with others. *Without it, teams don't last the distance – they disintegrate.*

Cohesion means we've found good reasons for sticking together, staying united and working collectively, rather than pursue individual goals or fragment into factions. Getting teams to work in well with each other is a major mission for leaders, no matter what level they're at and this 1-day toolkit covers key dimensions to facilitate cohesion, and rethink how your team works together.

While we'll be learning about how to build cohesion in teams, we'll also be learning and reflecting on cohesion alongside each other which can benefit any team in terms of finding commonality and discovering new ways to build, bond and pull together.

A one-day team work-out on the knack of sticking together, staying together and performing together...

Designed & Presented by

**Bill Cropper**



## Some outcomes to expect after attending this clinic?

- ✓ Deeper working knowledge of what makes teams function or fail
- ✓ Unpack cohesion: identity, commitment, collaboration, collectiveness.
- ✓ Basic models, tools and team-actions that help build better cohesiveness
- ✓ Learn to implement the 5 Guiding Ideas behind the concept of team cohesion
- ✓ What team leader roles, actions and behaviours help create team cohesion
- ✓ Identify barriers or blockages in your team to cohesive working
- ✓ Assess personal and team behaviours and orientation to working cohesively
- ✓ Adopt more consistent practices and operating principles to tie teams together

To find out our next Creating Cohesive Teams dates nearest you or... enquire about on-site options for your workplace teams...

Contact Bill Cropper:



0429-687513



0429-687591



07-4068 7591



enquire@thechangeforum.com



www.thechangeforum.com



**We can come to you...** Call us on 0429-687591 for a quote  
 Run ***Creating Cohesive Teams Training*** on-site at work and save  
 If public dates or locations don't suit, you have 10 or more people interested in attending, or you want to run something more tailored to your team or unit, an on-site cohesive teams clinic may be more economical and better fitted to your cultural context

## Who is this for?

The focus of this clinic is on cohesive teams, whether a leadership, project or an operational team. It's for anyone at any level who works in teams and wants to take affirmative action to create more cohesion. Member or manager this clinic can help yourself and your team-mates work out ways to identify actions and practices to strengthen team cohesion.

The course may also benefit those who play a support role to team functioning - to lift their ability to be of more help - HR practitioners, operational specialists, project leaders, team coaches, mentors



## What does the course cover?

- Components of cohesion – what makes it up?
- Pro-cohesive behaviours: collectively accountable, self-responsible, supportive, cross-boundary cooperation
- Cohesive connections – connectivity, likingness, respect and relationships
- Anti-cohesive behaviours: protectionism, competition, blame, individualism, territoriality and turf-minding
- 5-C Cohesion: commitment, collaboration, cooperation, collectiveness and communication
- Cohesive conversations – use the Team Talk Checker to see how you talk together and deal with differences
- Tackling issues: talking over blocks to team cohesion
- Dissect disrespect: positively rude or positively assertive
- Create a cohesive culture: 5 *Work-as-1-Team* practices
- Cohesive workings: shared vision, common goals and challenges; building in cross-boundary cooperation
- The Cohesive Teams Scorecard
  - ➔ This clinic comes complete with a comprehensive pocket guide full of tools and team-actions you can tap into as after-course support so you and your team can continue your learning back-at-work where it counts...

## Your Facilitator... Bill Cropper



As founding director of The Change Forum, I've got more than 20 years' experience of coaching, facilitating, culture change, team-building and leadership learning in so many varied organisation contexts round Australia. I've specialised in organisational behaviour,

work-process redesign and self-directed teams but a good bit of my work over in the past 15 years has centred on helping leaders acquire emotional and social intelligence capacities to support more caring, constructive cultures and more resilient, cohesive and functional teams.

Teams are part of every leader's landscape. We need to know how to form them then facilitate them to work together - shape shared visions, mobilise effort, infuse commitment to common goals, maintain relations and keep teams engaged and focused. It's a tall order. We also need to assist them to stick together, stay together and achieve together. That takes cohesion - the theme of this program. In cohesive teams, we look to the common good. Team goals come first, before own self-interests. which creates a collaborative, connective climate, sadly lacking in many teams where self-focus rules the day..

I've been involved in team improvement processes since the mid-90s and I've created a comprehensive series of team-building clinics based on real field-work experience. For a full run-down on my services and tips on planning your next session, download a copy of our [Working Better Together Prospectus](#)



## REGISTER or ENQUIRE on-line or by Email

- Includes** • Cohesive Teams Action Toolkit plus lunch and refreshments
- Cost** • Pricing, venues, timing on [website](#), email notices or [contact us](#) to enquire
- Dates** • See our [online course calendar](#) or contact us to enquire

Creating Cohesive Teams is one of 12 different *Working Better Together* clinics we run. For information on other modules and also our take on team-building please download our [Working Better Together Prospectus](#).

☎ 0429-687 513

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