



Multi-Team Development

HR People and Organisational Development

Overview

Open and honest conversations are vital for successful cross-team working. They help build trust, enhance collaboration, and ensure alignment across different teams. During this session, participants are encouraged to discuss a project, processes, or procedure that involve multiple teams and requires improvement.

Key Features

- ❖ Identify issues and barriers: Discuss any current issues or barriers that are causing tensions, strained relationships, or hindering collaborative efforts. This could include communication breakdowns, process inefficiencies, or resource constraints.
- ❖ Analyse root causes: Delve deeper into the identified issues to understand the underlying causes. This helps in developing targeted solutions rather than addressing only the symptoms.
- ❖ Brainstorm solutions: Collaboratively generate ideas and strategies to overcome the identified barriers. This could involve process improvements, changes in communication strategies, or new tools and resources.
- ❖ Develop action plans: Create concrete action plans with clear steps, responsibilities, and timelines to implement the solutions. Ensure that there is accountability for each action item.

Who would benefit?

- ❖ Teams Who Work in Partnership Across the University to Achieve a Shared Outcome: Collaborative teams that must align their efforts to reach common goals.
- ❖ Teams Who Rely on Other Teams Around the University to Complete a Process: Teams dependent on inter-team cooperation for successful process completion.
- ❖ Teams Who Are Connected Through a Multistage Process to Meet Stakeholder Outcomes: Teams involved in sequential stages of a project aimed at delivering results to stakeholders.

What are the outcomes?

- ❖ Fostering Stronger Working Relationships Across Different Teams: Enhance inter-team relationships, fostering a collaborative and supportive work environment.
- ❖ An Understanding of How to Improve Existing Processes: Gain insights into process improvements that can increase efficiency and effectiveness.
- ❖ Greater Awareness of How Different Teams Operate and the Work Pressures They Face: Develop a deeper understanding of the roles, responsibilities, and challenges faced by different teams.
- ❖ Seeing the Individual Within the Process: Recognize and value individual contributions within the broader team context, promoting a culture of appreciation and respect.



Our Expectations

When you attend this session, ***you can expect ...***

- ❖ a safe space for people to talk.
- ❖ to be treated with kindness and respect.
- ❖ to be encouraged and listened to.
- ❖ to be positively challenged when needed.
- ❖ to feel comfortable in a positive learning environment.
- ❖ the opportunity to provide feedback.

When you attend this session, ***we expect you to...***

- ❖ turn up on time to reduce disruptions to fellow participants and the facilitator(s).
- ❖ turn off your phone (or put it on silent), and applications such as emails.
- ❖ focus your attention on the session.

- ❖ listen to and respect your colleagues, not talk over them, and avoid side conversations.
- ❖ participate - you are your own best resource, and we want to hear your experiences and opinions.
- ❖ be patient - from time-to-time things won't go to plan. We'll do our best to find solutions.
- ❖ be aware of your own behaviour and the impact it may have on others.
- ❖ give feedback on the session.



Our Approach

- ❖ **Practical:** Our activities are not just theoretically relevant, but also practical, so staff can apply their learning back in the workplace.
- ❖ **Inclusive:** Our development activities are designed to cater for a range of learning preferences and approaches.
- ❖ **Engaging:** We adopt a participative and interactive approach to support learning.
- ❖ **Reflective:** We encourage self-reflection, enabling staff to understand themselves better.

