

Tailored Team and Leadership Development Solutions

BUILD TEAMS • ALIGN TEAMS • ENHANCE TEAMS • DEVELOP LEADERS



**TEAM
DNA**



**LEADERSHIP
DNA**




**Sustainable
TEAMING**





Teams and organisations
tend to succeed or fail one
relationship at a time.

In an increasingly uncertain,
complex and changing
world your Team and
Leadership DNA is more
important than ever to
ensure innovation and
success.



Talan Miller

Founder and MD

Sabre Corporate Development



What is Team and Leadership DNA?



Team DNA is made up of the unique behavioural clusters that all of us project when working with others. The way we contribute, interrelate and behave is based on a lifetime of unique experience, role learning and personality that equips us with the mix of Team DNA that we use. Knowing our individual and collective Team DNA helps people and teams understand their strengths and weaknesses, make better decisions, avoid unnecessary friction and perform better

Leadership DNA helps measure our impact, strengths and weaknesses when working as a leader or manager. Intelligent and effective leadership is best underpinned with pragmatic knowledge of your operating style and those of others. Insight into how you and others will manifest such traits under pressure is of great use when leading or managing others or working in a leadership team. Adding such insight to the “leadership toolbox” enables strengths to be leveraged and weaknesses to be offset or developed.

Sustainable Teaming is an integrated process for making team development a successful ongoing journey. Its aim is to ensure that rapid transfer is made into real world outcomes in a sustainable way.

An accelerated 6-12 month team development package will enable teams to experience targeted team development as opposed to just simplistic “one off” team building events. Teams can thus acquire the tools and insights that will help them sustain high performance for the lifespan of the team.

Tailored elements from our Team and Leadership DNA modules serve as the foundation for the process with flexible interventions occurring over a period of 6-12 months. Implementation takes the form of carefully tailored on site and off site sessions. These are designed to progressively enhance individual and collective teaming capabilities and to equip people and teams with practical steps and tools to use ongoing.

Taking Teams and Leaders Forward

Sabre combines robust team role theory and profiles, pragmatic facilitation and memorable action learning to deliver great results for each client. We have worked with project teams, business units teams, management teams, graduates and senior leadership teams to help them...

- ▶ **Better understand self and others**
- ▶ **Enhance tolerance of other operating styles**
- ▶ **Dovetail strengths and minimise weakness**
- ▶ **Make better decisions and enhance execution**
- ▶ **Take teams and organisations forward**



Clients who have used our Team and Leadership DNA approaches include...

- Coca Cola
- Austar
- Suncorp
- Coles
- Microsoft
- NAB
- Canon
- Global X
- Maquet
- Sofitel
- Radisson
- LEP
- BOC
- Avant
- Boeing
- Jetstar
- Theiss
- TetraPak
- Rockwell
- Aptar
- AstraZeneca
- Alphapharm
- GlaxoSmithKline
- Leighton Contractors
- Sunshine Coast Council
- Department of Defence
- Department of Education Training & The Arts
- Monadelphous

How we develop Team and Leadership DNA

STEP 1

Participants complete profiles and observations pre programme.

Participants complete their own online profile and can then invite numerous observers from the workplace to offer 360 style feedback to create a complete individual profile (with up to 8 insightful reports on their unique operating style).

STEP 2

Sabre analyses the profiles and compiles reports

We analyse these profiles and can create detailed team combination reports for the total team and / or any nominated sub teams or working relationships within the team. These are carefully interpreted in the context of the brief we have received from the client and their desired outcomes. Profile data will reveal to us the Team Role balances and imbalances that may exist thus will influence the way we will frame and deliver the programme to suit the team.

STEP 3

Delivery of programme blending presentations, workshops and team events

We integrate relevant observations from the data into our presentation components, interactive sessions and team challenge activities so that meaningful transfer is made to real world. Sabre delivers the appropriate programme for participants to individually and collectively personalise and transfer insights to pragmatic application. People see first hand the impact of their behaviour on others, and the impact that others have on them with the aim of making the team operate even better at work. "Teams and organisations tend to succeed or fail one relationship at a time!"

STEP 4

Targeted follow through back at work post programme

Strategies can be discussed and agreed upon for post programme milestones for follow through reviews and appropriate re visiting (either self driven or externally facilitated).

Robust and Proven Theory



Sabre is a highly experienced, licensed and accredited user of the renowned Belbin Team Role Model and Expert Interlace system. This model has been used reliably world wide with management, leadership and business unit teams across all industries and cultures. It is robust, proven and

academically validated yet easy and pragmatic to deploy with people in the real world (thus it's our preferred model) Sabre's innovative application of this model via our Team and Leadership DNA approaches is unique and built upon more than 22 years of practical experience.

The 9 Team Role behavioural clusters:



Plant

Contribution: Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.

Allowable Weaknesses: Ignores incidentals. Too preoccupied to communicate effectively.



Resource Investigator

Contribution: Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts. **Allowable Weaknesses:** Over optimistic. Loses interest once initial enthusiasm has passed.



Co-ordinator

Contribution: Mature, confident, identifies talent. Clarifies goals. Delegates effectively. **Allowable Weaknesses:** Can be seen as manipulative. Offloads own share of the work.



Shaper

Contribution: Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles. **Allowable Weaknesses:** Prone to provocation. Offends people's feelings.



Monitor Evaluator

Contribution: Sober, strategic and discerning. Sees all options and judges accurately.

Allowable Weaknesses: Lacks drive and ability to inspire others. Can be overly critical.



Teamworker

Contribution: Co-operative, perceptive and diplomatic. Listens and averts friction. **Allowable Weaknesses:** Indecisive in crunch situations. Avoids confrontation.



Implementer

Contribution: Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done. **Allowable Weaknesses:** Somewhat inflexible. Slow to respond to new possibilities.



Completer Finisher

Contribution: Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects. **Allowable Weaknesses:** Inclined to worry unduly. Reluctant to delegate.



Specialist

Contribution: Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.

Allowable Weaknesses: Contributes only on a narrow front. Dwells on technicalities.

Great Action Learning Options



The power and longevity of the Roman Empire remains a powerful example for many business, organisational and team issues. Teams take an enjoyable trip back to 1st Century Rome to build and consolidate their own Empires whilst engaging in combat, trade and the complexities of civilisation building. **Key Themes:** Teamwork, cross-functional working, creativity, consolidating opportunities, execution excellence, decision making, customer focus, change, team roles and diversity, strategy, risk versus reward, leadership, negotiation, long term profitability and sustainability.

Duration: 3 hour, 4 hour and full day versions available.



Teams must deliver cross functionally between separate zones to build an amazing working model of a complex device that must meet specific client aims to win a lucrative contract. Teams tap into their own powers of creativity and innovation making best use of available time and resources to meet the client's needs, however, the client's needs (amongst other things) will change to make things interesting. **Key Themes:** Cross functional working, teamwork, creativity and innovation, internal and external customer focus, dealing with change, team roles and diversity, planning versus execution, fun. **Duration:** 2 – 3 hours.



A surprise introduction is followed by a tailored presentation on key military principles adapted for business together with a unique, engaging and challenging business game that applies these principles. From Sun Tzu to the modern principles of war (tailored to suit your aims), the messages are simple, clear and strongly re-enforced.

Key Themes: Teamwork, leadership, communication, command decision making, cross functional success, planning, execution excellence, change, overcoming task overload, maintaining morale and team performance, innovation, team roles and diversity, fun.

Duration: 2 – 4 hours.



Lights, Camera, Action! Create your own Hollywood films for an hilarious screening at your own company Film Awards. With technical equipment, props and costumes aplenty to complete their own blockbuster, teams can also incorporate key business themes. Instruction in the techniques and skills is given, then teams inject their own creativity and talent for an unforgettable film. **Key Themes:** Creativity, innovation, teamwork, diversity, team roles, project management, break down barriers, communication, inclusion of key meeting content. **Duration:** 4 – 6 hours, or carry screening and hilarious Awards ceremony into dinner.



An enjoyable, flexible and action-packed event that can be easily tailored to suit virtually any theme and venue. Teams are issued with equipment packs for a journey taking in carefully selected challenges and key objectives. The mass of potential activities and opportunities represents task overload, and teams must skilfully convert opportunity into profitability. **Key Themes:** Highly versatile. Activity content can be heavily tailored to match many business issues and themes along with team role theory and dynamics as required to meet client objectives. **Duration:** From 2 hours to full and multi day versions.



Art imitates life with all teams working to create a masterpiece from many separate canvasses. It's not just about pretty pictures but rather teams must truly "see the bigger picture" as individuals, sub teams, and the total team unite in collaboration to produce an effective and impressive end result. The final masterpiece is truly impressive, and can proudly be hung at the office as a permanent reminder that we are all part of the big picture. **Key Themes:** Seeing and being part of the Bigger Picture, cross-functional collaboration, communication, networking and fun, common purpose and focus, unity, team roles. **Duration:** 2 hours.

Why do these programmes work?

Common experience and equality.

The programme provides a common yet novel experience where participants “live the learning” and are equal in their knowledge about the tasks and projects that will be presented to them. An unfamiliar situation requires people to draw upon genuine traits, biases and behaviours as opposed to superficial functional roles behind which such insights may usually lay unobserved.

Develop relationships quickly.

Participants interacting in close proximity on fun and unfamiliar yet meaningful challenges mean that the communication, collaboration and the effort to meet these challenges develops relationships quickly. People often get to know each other and gain personal insights better in a single day within this environment than over months or years within structured work environments.

Disequilibrium.

The unfamiliarity of the situation places people in a state of non threatening disequilibrium or disorder. They cannot easily stand behind their normal status, roles and defences. Prior experience isn't as relevant in this environment and thus the team must organise itself around the challenge based on what individual team members bring to the table on the spot.

The activity traps.

While adapting to the unfamiliarity of the situation a team must project their genuine individual and collective decision-making, problem-solving skills and leadership styles into the experience. This is a unique opportunity to catch participants doing what they typically do, in spite of knowing otherwise. The learning arising from this is profound and revealing.

Decreased time cycles.

The space between the project or challenge and the outcomes are compressed, so the consequences of organisational decisions can be easily examined and improved. Typically in an organisation, there is more of a time lag and more variables to consider, so any review or learning risks being diluted or delayed.

Challenge and Crisis in a safe environment

Teams are able to experience disorder, crisis and changing requirements for success in a safe environment where the consequences for failure are limited. The team can develop strategies and best practices for managing these issues both in this environment and back at work by linking experiences to the learning framework and real world.

“Trojan Horse” for useful theory and desired messages / team mythology.

A fun way of getting the theory and messages across. Provides a common language, experience and story, which can be related back to the work environment. A short cut in communicating a shared insight or vision to building a better team can be made quickly. Participants can actually see themselves and their colleagues in a new light with stories from the experience lasting back at work.

Encourage risk taking.

The experience allows participants to take safe risks, experience new roles and make mistakes with no danger or cost. Risks are perceived rather than actual as being outside of their comfort zone is not done in a physical way. There are always individuals who shine in this environment – whose gifts and contributions may not have been fully noticed at work.

Diversity of strengths.

The challenges are designed to draw out and enable contributions from many different operating styles. In other words different styles of input will be required to produce outcomes from projects designed not to suit just one style of contribution. One person cannot succeed alone and so interdependence is highlighted along with the importance of diversity.

Fun and engagement.

This environment provides a highly enjoyable way to learn about and develop individual and team skills. Fun is a powerful aspect of effective experiential learning with participants becoming more open to the experience and creative whilst participating in it. Even the deepest theoretical underpinning and frameworks can be made fun in this environment. People also come up with great ideas and innovations whilst fully engaged.

Why Sustainable Teaming?



High performance teaming needs to be sustainable over time as an integral function of the team itself. All too often “team building” is treated as just another buzzword that leads to a series of haphazard and superficial team building events with no genuine follow through or clear end state for the business.

The Sustainable Teaming process will...

- Accelerate the natural team development process
- Build solid foundations for ongoing team success
- Reduce unnecessary stress, friction and biases
- Foster genuine understanding and tolerance
- Enhance execution, agility, innovation and harmony
- Equip teams to drive their own team development process
- Enable teams to see and realise their collective visions

Sample 12 Month Flow

JANUARY - Pre Programme Diagnostics

Client interviews are conducted along with the completion by team members of comprehensive individual team role profiles and team reports. This information helps us to frame our approach for the initial launch events and to begin understanding the unique dynamics of the team.

FEBRUARY - Full Day Team Off-Site "Build The Foundations"

The team attends a tailored off site event that will explore the foundations of teamwork and their individual and team combination profiles and reports. Major experiential team based projects are also conducted to bring the learning to life. Team audit sessions are held to immediately start linking the insights and learning to real world follow through.

APRIL - 2 Hour "At Work" Follow up Review and Team Audit Session

The team gets together at work for a detailed review and team audit session on the tangible follow through commitments made at the off site and to measure progress on any agreed milestones. At this session the team receive teasers and pre event information for the next stages of the process.

JUNE - Half Day Major Team Challenge Project

(on or off-site) A substantial team challenge project or business game is delivered to re enforce key aspects that were identified from the last team review. It forms part of the integrated process of the programme and also serves to introduce deeper aspects from the theoretical underpinning linked to pragmatic real world issues.

JULY - Just for fun team escape session

The team select their own purely fun teaming session facilitated by Sabre that will subtly link to the teaming process but mostly aims to help celebrate the team's progress.

SEPTEMBER - At work 2 hour team progress review

The team gathers to discuss agreed team milestones and to receive key briefing materials and equipment relating to their next team challenge project.

OCTOBER - Major half day team challenge project

A substantial team challenge project is conducted to link the preceding programme elements together via a fun and interactive team project that produces a meaningful and lasting take away end product.

DECEMBER - Full day off site

The confirmatory full day off site brings together the theoretical, experiential and "at work" insights from the programme. A major team challenge project will produce an amazing united team moment of their commitment to ongoing and sustainable teaming. The culmination of the programme is a truly sustainable toolbox of individual and collective approaches for projecting team strengths and offsetting weakness for the lifespan of the team.

A Range of Options



2 hours

Introductory basic module designed for insertion into meeting and event agendas.

Half day

Introductory module plus a major team challenge project.

Full day

Introductory module plus tailored extension modules and major team challenge project.

Multi day

Tailored workshop and experiential programme for targeted team and / or leadership development.

Sustainable Teaming

Tailored blend of on site and off site sessions and events to accelerate and enhance team development with business and leadership teams.

Why use us?

Since 1988 Sabre has worked with some of the world's most successful organisations and we hope to have the opportunity to work with you.

- Sabre has more than 22 years of success in delivering corporate team and leadership development solutions for major corporate, government and defence clients
- Our facilitators have a pragmatic, engaging and non condescending delivery style that is anchored in business reality and your objectives.
- We have a unique formula that balances genuine humour, fun and engagement with a solid grounding in robust behavioural and organisational development science.
- There is the blend of theoretical knowledge and practical experience to underpin our actions.
- We have a large and diverse toolbox of approaches, methodologies and hands-on activities to draw upon for programme design.



Client Testimonials

"You were absolutely outstanding throughout, and we really appreciated what you had done in interpreting the brief and then bringing it to life so spectacularly. The Belbin team types were spot on and everyone seemed to benefit hugely by having their own personal profiles. When you guys spoke people hung on every word, and were left feeling very humble. The activities, the timing and the delivery were very good in every respect and fitted exactly with the programme and the content we were working on. The feedback to us from the team was excellent."

- Coles

"We always get incredible feedback around this programme provided by Sabre. This is a great session which allows people to think outside the box and realise that leadership skills are transferable across not only functions but industries and professions. This meets the needs of our business and is a great cultural fit, and I think the program is becoming more sophisticated each time I see it."

- Coca Cola

"The Sabre team have worked for Avant with our IT, Underwriting, Retention, Growth and Member Services teams. Our teams were enthusiastic in their participation in the events and through the use of the Belbin Team Profiles allowed each team member to learn more about themselves and their relationships with one another."

- Avant

Team Building and Development Professionals Since 1988

Global Network – Global Capability

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