

We often refer to team building without placing a real value on what it can achieve. Building and maintaining a positive and resilient team that works well together can make the difference between high performance and not meeting your goals and objectives. Workplaces that are committed to understanding what the drivers of excellence are invest in their most important asset – their team. Investing in your team at regular intervals pays real dividends. Investing in the culture of your organisation by building a positive resilient team is vital for today’s workplace. The challenge is in how to do this. Most organisations facilitate a team development day once a year only to find that staff still don’t feel appreciated. So what goes wrong!? Building resilience and high performance is about more than a day together rock climbing or abseiling. It is about a strategy that builds in the team development day once a year and continues the positive energy throughout the year.

### Amovita’s Integrated Strategy

At Amovita, we believe that building and maintaining a high performance team takes diligence and energy of which you will see the benefits. We encourage our client organisations to think about the longer term strategy of what team development is all about. We work closely with you to explore how your team is operating, what is already working well and what benefits could you realise by engaging in team development. We like to attend a team meeting in the workplace to observe the dynamics, communications, and strengths and then get to work to develop a team development program to better suits your needs.

Research on team resilience indicates that where the team development facilitator engages with the team prior to the program, there is far more success of the outcomes remaining in the team in the longer term. The transfer of energy, learning and new skills is more likely to be realised where the work environment provides a space for this to occur and the facilitator becomes a partner to the process.

We like to survey your staff to find out what team strengths already exist and hone in on the outcomes that staff would like to realise as a result of the team development program. We can also then conduct a team development follow up forum a couple of months after the event to evaluate and measure the success of the team development program.

So to ensure your team thrives, is vibrant, motivated and inspired think about building and maintaining your team with the support of Amovita. They rise to the challenges placed before them and keen to do well.

### Amovita’s Team Development Programs

Our team development programs allow the team to take time out to reflect on performance and culture. We usually see relationships grow and develop where there may have been issues in the workplace previously. Our team development consultants are highly positive and resourceful professionals who know how to work with groups at difference stages of being and development so well understand where your work team is at. We also know personality and learning styles and mix this with when developing your team development program. We believe in inspiring and mobilising teams to be at their best.

### Benefits of Engaging Amovita

- We can develop and tailor a program to suit your organisational and team needs
- Our programs reflect a mix of work and fun
- Our consultants are highly positive professionals
- We can provide you with a team of consultants to deliver your team development program
- We take the fuss out of organizing the event for you
- We assist you to benefit long term from your team event rather than just for the day
- Amovita believes in a partnership approach to building and maintaining high performance teams

