

Nottingham and Nottinghamshire CCGs Team Development Offer

Introduction	
<p>This is a 'mix and match' menu of team development for all teams in Nottingham and Nottinghamshire CCGs. You can select from one or more of the following interventions to support your team's development.</p> <p>Time commitment Most are half-days, but you can use two interventions to make a full day in line with your team needs.</p>	
Intervention	Focus
Establishing Working Personality Types	<p>A team session that enables each team member to establish and share their working personality type (using Jung, Insights or Belbin), understand their strengths and development areas as well as their - overall team profile.</p> <p>This can help support relationship building for new and existing teams.</p>
Team Objective Setting Conversations	<p>These sessions will help the team to agree or review team objectives.</p> <p>OD facilitators will encourage conversation to help shape the team's objectives whilst aligning these to the CCG's strategic objectives.</p>
Relationship Building for Teams	<p>The aim of these events is to develop individual relationships and overall team dynamics.</p> <p>Each event will ideally be off-site whilst the core objective is to have fun whilst completing team building activities.</p>
Values & Behaviours	<p>This session will enable individual teams to explore organisational values and behaviours and identify those that are most critical for the team to be successful.</p>
Facilitated Team Conversations & Action Planning	<p>This session will help you to look at a wicked problem and agree the way forward.</p> <p>The outcome from the session will be a team action plan with key deliverables.</p>
Team Coaching & Action	<p>A facilitated intervention that provides a safe space for 5 to 7 peers to meet up over a defined period of time (e.g. 2 months) to address and</p>

Learning	<p>progress work issues.</p> <p>These sessions will support individual as well as team learning and development needs.</p>
Team Timeouts	<p>These are facilitated team away days that can involve individual teams or whole directorates. They can be on-site or off-site.</p> <p>The timeout programme, which can potentially include more than one intervention, will be agreed in advance and circulated to the team/directorate.</p>
Team Staff Surveys	<p>These are tailored questionnaires that aim to confidentially explore team issues and concerns. The feedback received should support the development of team working and team effectiveness.</p>
Team development support	<p>Opportunity for advice to help you plan your own team development sessions.</p>

Cost:

Internal OD facilitation is free of charge. Any additional costs in terms of venue and refreshments will need to be met within team budgets. CCG and other free venues are to be used wherever possible.

For more details on any of the above please contact:

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