

**Suzanne McGugan & Associates**  
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## Insights® Project Team Effectiveness

From “Suzanne McGugan & Associates” & “Insights Learning and Development Ltd.”

### Do these challenges sound familiar?

- My Project Team members have different communication styles and this sometimes results in conflict. ***I need better tools to help us deal with different styles.***
- Project Teams are different from other teams because of their matrix and temporary nature. ***I need a facilitator who understands the unique challenges of the project environment and has many years of experience dealing with it.***
- My Project Team has specific challenges that a one-size-fits-all team building program can't fix. ***I need a program flexible enough to meet our unique needs.***
- ***I want a solution that is practical and long-lasting*** and can be used internally long after any training intervention is over.

### How This Program Can Help

Pre-workshop – Create a program to meet the unique needs of the Project Team.

- Each participant completes an on-line survey which results in the “Insights Team Effectiveness Profile”.
- A comprehensive “needs assessment” is conducted.
- A unique program is designed based on needs identified above.

### Day 1 – Insights Personal Effectiveness for Project Teams

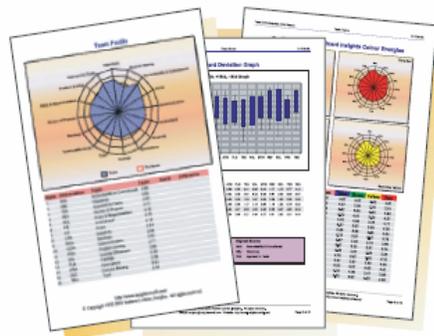
(See Insights Personal Effectiveness Program brochure for more details. This base Day 1 program is tailored specifically for Project Teams. )

- Understand Insights Foundation concepts: Perception, Jungian Preferences and Insights Colour Energies
- Understand Yourself using your Insights Discovery® Personal Profile
- Learn how to recognize the communication preferences of your Project Team members and other Stakeholders.
- Learn to adapt your Communication Style to meet the needs of your Project Team members and other Stakeholders.

### Sample Day 2 – Insights Project Team Effectiveness

- Understand Team Dynamics theory – The group defines “Why are we a Team?”. Dimensional Model of Teamwork Patterns & Task Relationship model theory and exercises.
- Understand your unique Organization and Team Preference Cultures - Explore your Project Team Wheel, Compare organizational culture of the team’s “Major Organization” and the “Project Team” against your individual personal profiles.
- Analyze Team Effectiveness Profile results and create action plans – Review report as a group, select a number of items to work on. Do a “Group VRAS” (Vision, Reality, Action, Support) exercise. Break into further groups and do VRAS on chosen items. Create action plans and debrief.
- Create a Team Commitment and individual commitments.

The Insights® Team Effectiveness Profile encompasses our ten+ years of experience in team development and assessment, including an in-depth understanding of the differences between high-performing and low-performing teams. This tool can be used to measure how teams are performing against critical success factors both currently and over a period of time. It can also be used to support the establishment of effective team performance improvement plans and benchmark team performance.



### What Our Clients Say About Our Insights Project Team Effectiveness Program

*“Relevant, immediate, effective solutions to current issues the team faces. Excellent course.”*

*“Many thanks, Suzanne. I'm thrilled the entire team has been exposed to this tool. And look forward to a follow-up session.”*

*“I would like to see this course offered annually to all teams. What an enjoyable learning experience. Thanks”*

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**Inspiring Courage, Confidence and Commitment  
in Project Managers and Project Teams.**

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