

Method Teaming®

Rapid Team Formation

The science behind high-speed team engagement



Speed is essential

Change is happening faster than ever before. One of today's biggest business issues is the inability of a company to respond to fast changing market conditions. The inhibitor for any organization is not being agile enough to bring new teams, or the right teams, together quickly. The result is that companies are losing revenue and market share as their fleet of foot competitors take the high ground. Rapid team formation is a must!

When thinking about bringing the right talent to bear at the right moment, not only do companies not have a language and methodology for teaming but, very often, their processes and systems just get in the way. This should be of no surprise, as most of the investment in the business world over the last three decades has been focused on improving processes and technology. Outside of skills training, there has been little thought of making the most of their employees. Not enough investment has been made in teaching their people how to leverage each other's natural strengths and talents, nor how to combine these strengths to create effective, powerful teams. Too much lip service is paid to the

notion that "people are our most important asset". Whatever you think of this statement, people are certainly one of your most expensive assets, so why not make the most *with* them...now!

Can your business keep up?

The biggest investments being made by businesses these days are in Capital Programs; programs that could be in excess of 40% of a company's expenditure. These programs require that companies are very flexible so as to gain the largest and fastest returns on investment. To achieve this, teams have to have the ability to rapidly form and come together in a way where the team members are instantly engaged, productive and motivated.

A unique solution, focused on "Team first", called Method Teaming will help you do this and more! Method Teaming enables you to harness the natural strengths and talents of your people with utmost precision and with unrivalled speed.

What is Method Teaming?

Method Teaming was developed *by* business people *for* business people and provides an intuitive language and elegant science that enables your organization to positively embrace rapid changes. This unique methodology helps your people engage better in their roles, so as to quickly create powerful, purpose-built teams.

Within Method Teaming, certain patterns of natural strengths and talents are called “Intellects”. A person’s Intellect refers to how they behave, how they are motivated and how they channel their thinking. The power of Method Teaming lies in its ability to illuminate the Intellects of your people and then systematically combining to maximize the performance of your newly created team.

Optimizing your team, quickly!

Let’s consider the three steps, when using Method Teaming, that will help bring teams together rapidly:

Step 1: Accurately target the required Intellects

The team leader should carefully consider the types of Intellects he or she needs to be part of the new team, so as to maximize efficiency and success. In today’s competitive and economic environment, there is little to no time to do this. However, Method Teaming assists by helping you carefully and quickly consider the functions and tasks of the team and how many of each Intellect is needed initially and throughout the process. Experience shows that successful teams need to be dynamic and different talents are required at different phases of the project.

Ultimately, the exactly required talents are not always available and their will most likely have to be compromises made. However, at least by focusing on required Intellects, these decisions can be made with eyes open and in the full knowledge of what the individual chosen for a specific role is capable of achieving.

Step 2: Avoid common recruitment mistakes

There are 2 common mistakes companies often make during the recruiting process when creating teams:

1. Recruiting people to the team based on only their knowledge, experience or learnt skills. These are important but natural talents should be the primary recruitment attributes.
2. Recruiting someone because of their availability. So often people are recruited into teams because they are “on the bench” and available to “start tomorrow”! This so often produces negative results. It is a

massive mistake to leave something of such importance to chance.

Method Teaming will help you avoid both these recruitment pitfalls by focusing on Intellect and not just experience, skills and availability.

Step 3: Fast assimilation

Part of the Method Teaming process is to create a detailed, 360 degree Intellect Profile of each team member. By sharing these across the newly formed team, perhaps during a facilitated informal workshop, the team members will very quickly understand how the rest of the team think and work as individuals. This will dramatically condense the “getting to know you” phase for the new team into a matter of ½ day or so, rather than over many, many months.

Benefits and business outcomes

There is no doubt that selecting people for a new team is sometimes daunting, especially when making the right selection could have deep impact on corporate performance. Method Teaming will eliminate guess work and give your business amazing precision when quickly creating the team.

The business benefits of using Method Teaming for Rapid Team Formation are clear and include:

- ✓ Meeting objectives and goals on or ahead of time.
- ✓ Motivating the new team by aligning their talents to the most appropriate task.
- ✓ Ensuring the work output is of the highest quality from the start
- ✓ Outperforming the competition
- ✓ Better cost management

Method Teaming is uniquely positioned to help organizations achieve outstanding business results by ensuring they have fast, systematic and optimized ways to rapidly build teams.

Find out more

To learn more about Method Teaming, go to the OND website at:

www.methodteaming.com



We Build Mission-Perfect Teams