

# TEAM BUSINESS SIMULATION

Create committed, agile and collaborative teams.

Self-coordinating teams establish an agile and collaborative approach, facilitate cultural integration, break silos and generate synergies.

The Cooplexity six-step model (cooperation in complexity) helps to develop self-coordination based on trust, facilitating innovation and the implementation of change.

Usually, individuals look for order, stability and certainty. In accelerated environments, we are overwhelmed and become interdependent to achieve our goals. Understanding how we behave in these situations and **being proactive** and **error tolerant** will let us learn and adapt.

Managers are often neither trained nor accustomed to coping with unpredictable events and conditions. The anxiety and bewilderment that come with conditions of uncertainty and complexity are confusing and inhibiting. Understanding how to **motivate teams** will help them embrace a **distributed leadership** culture. At the same time, empowering collaborators to make decisions will demand of leaders that they delegate, creating a decentralised context to facilitate contributions and self-coordination.

## CREATE AGILE AND COLLABORATIVE TEAMS WITH THE ULTIMATE BEHAVIOURAL SIMULATION!



### BUSINESS SIMULATION

#### Emotional approach

Learn to control and shape behaviour and be aware of how it affects others. Discover how to create a workspace that motivates team members to give of their best. Become skilful at providing feedback and managing interactions. Build successful teams by forming meaningful collaborations. Develop cohesion, commitment and team consciousness.



### CONCEPTUAL MODEL

#### Cognitive approach

A leader's task is to manage other people's emotions while maintaining a rational approach, all the time focusing on performance and results. Diversity and complementarity are fundamental for solving problems and taking advantage of opportunities. Leaders must inspire and motivate and give collaborators space to perform.

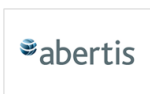


### INDIVIDUAL FEEDBACK

#### Personal approach

Understand the full profile of participants by assessing the 12 systemic capabilities of an agile team player. Prioritise the teamwork perspective. Measure how candidates contribute positively to a team, how they get results without compromising team cohesion, and how they share leadership empowerment.

## BUSINESS CASES



High-potential assessment with Teamwork Competence Inventory (TwCI).



Three years of talent management in the STEP programme for high-potential executives.



Seven-year programme, in parallel with the transformation of the company culture.



More than 350 top executives and middle managers in a cultural integration programme.

## TALENT TEAMS AND CULTURE

MORE THAN FIVE YEARS OF RESEARCH AND FIVE OF GATHERING DATA WITH EXECUTIVE TEAMS, PLUS 22 YEARS OF TRAINING EXPERIENCE WITH HUNDREDS OF PARTICIPANTS FROM LARGE CORPORATIONS.

## THE TEAM DEVELOPMENT PROCESS

### ERROR TOLERANCE

Being proactive and overcoming boundaries while managing risks. If there are no points of reference, this process is undertaken through trial and error.

1

### ACTIVE LISTENING

Try to connect and understand each other's position by listening. Connect emotionally by being empathetic and building respect by being assertive.

2

### COMMON PROJECT

Identifying a catalyst (attractor) that unites ideas and generates enthusiasm. Creating long-term commitment to the interaction of individuals and groups.

3

### VALUES & PRINCIPLES

Follow your values instead of referring to interests, even common interests, to create the right framework to build trust.

4

### ACCEPTING DIFFERENCE

Being tolerant of difference and accepting the legitimacy of disparity.

5

### DELEGATION

Empowering others to make decisions by defining criteria, making resources available, and establishing performance measures.

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