Team Journey

Empowering purpose-driven & self-organised teams

The world of work is changing. Many teams and organizations struggle to keep up with the pace of change and innovation. At the same time, many people are disengaged and feel underappreciated at work. In this context, many people are looking for new ways of organising and working together in teams.

We know that the strength of a team has the potential to make or break a project. We know that strong teams have the potential to get better results and innovate more. Yet it is often a challenge for teams to organize themselves in a way that that balances between stability and flexibility, and that supports and maximises the potential of every individual as well as the whole team.

Our Team Journey is designed to support and guide teams in their process of becoming purpose driven and self-organized.

What's included?

- 7 workshops and 6 consultation sessions, which take place over a period of 6 - 12 months.
- Workshops take place online via Zoom* and are facilitated by our trainers. The interactive workshops balance between introducing content, tools, and methods, as well as reflection and hands on-action.
- Online consultation sessions take place between the workshops to give the team the opportunity to resolve questions and challenges which arise as they implement the tools and methods into their team.
- Peer to peer learning is supported through an optional team buddy system, to dive deeper into themes on an individual level.

In-person workshops are available for teams located in the Bonn/Cologne area.

How much does it cost?

The cost of the Journey depends on the needs of your team. Please contact us via info@unityeffect.net to find out more.

Team Journey Modules

Module 1: Purpose, Trust & Commitment

Module 1 lays the foundations for purpose-driven and self-organised teamwork and for the Journey. We will explore psychological safety and trust as key ingredients for collaborative team work, introduce core practices for effective communication and develop a shared purpose and commitment for the Journey ahead.

Module 2: Self-Organisation in (Daily) Action

Module 2 introduces the core principles of self-organisation and aims to create a holistic understanding of what it encompasses. We explore the concept of continuous learning and introduce tools and methods from agile project management to support adaptable, efficient and transparent project planning and daily work. We also focus on developing a shared understanding of the kind of culture and work environment the team wants to create, including looking at what is already working well in the team.

Module 3: Organisational Structure, Leads & Purpose

Module 3 provides an introduction to alternate organisational structures to the traditional hierarchy. The team is supported to create structures which serve their own organisation. We explore the shift from static job descriptions to dynamic roles and look at processes to define and select roles and leads. We also explore the central role played by a shared purpose in a self-organised team and connect this to the intrinsic motivation of the individuals in the team.

Module 4: Empowered Decision-Making

Module 4 is about making decisions: one of the core elements which enables innovation and empowerment in a self-organised team. We introduce a number of different decision-making tools which can be used in different contexts. We create a team delegation board to create clarity about the scope of decision-making in the team. We also explore some of the obstacles and opportunities related to decentralising decision-making.

Module 5: Collaborative Team Leadership

Module 5 dives into the crucial role of leadership in a self-organised team. With greater levels of flexibility, decentralised decision-making and empowerment in a team comes a greater need for personal responsibility, accountability and leadership. It also requires a different kind of leadership to the command and control of traditional hierarchical systems. The focus is on creating a shared understanding of what leadership means for the team and for each individual in their own role.

Module 6: Support, Appreciation & Dealing with Challenges

Module 6 introduces methods for dealing with conflict and feedback in an appreciative and constructive way. We reflect on appreciation and support as core practices for a resilient team which is able to navigate and learn through challenges.

Module 7: Our Shared Purpose, Feedforward & Celebration

Module 7 focuses on integrating the teams' processes, insights and work from the Journey. It dives deeper into the role of a shared purpose at the centre of a self-organised team, and guides the team to define and refine their purpose. We also reflect on the learnings of the Journey and look at what the team will take forward. And of course, we celebrate - an important practice for a healthy team!