

Building

High-Performing Teams

We are experts in building teams that will make your business more competitive than ever.

*No change,
no charge*



There are many methods available to improve team effectiveness.



After the intake we choose the method that best suits your team.

How do we work?

We analyze your situation and together we define objectives and Key Performance Indicators that will later be measured.

We recognize that every business and team is different so we tailor the method to your situation.

We work for a fixed price, there are no hidden costs.

If our interventions do not bring the desired results, you don't pay for our service.

We call this our. *'no change, no charge'* policy.

As an extra service to secure long-term results, we offer the team manager a “coach the coach” program.



What is a high-performing team?

A high-performance team is a group of people with specific roles and complementary talents and skills that are aligned with and committed to a common purpose. They consistently show high levels of collaboration and innovation that produce superior results, therefore positively impacting upon profitability.

Is this true of the team/s within your business?

If not, we can make changes that will see positive results now and for the future of your organization.



What solutions do we offer?

Examples of solutions we have developed to build high-performing teams:

- Transparent communication
- Benefiting from heterogeneity
- Alignment of personal qualities and talents
- Productive conflict handling
- Trust-building
- Development towards a self-directed team
- Increasing synergy and respect
- Getting more goal-orientated
- Acceptance of different roles and styles
- Increasing positive feedback and compliments
- Improving the team outcome
- Talent management



What do we need from you?

- Your input in defining goals and Key Performance Indicators that can later be used to measure against.
- Approximately 3 days with team members for training and individual interview time.
- A binding advice on who will participate in the training.
- Allocated time at a later stage to analyse success of the implemented changes.
- For longer term results ongoing commitment to the project is required.



When do we see the results?

You will see the success of an improved team every day:

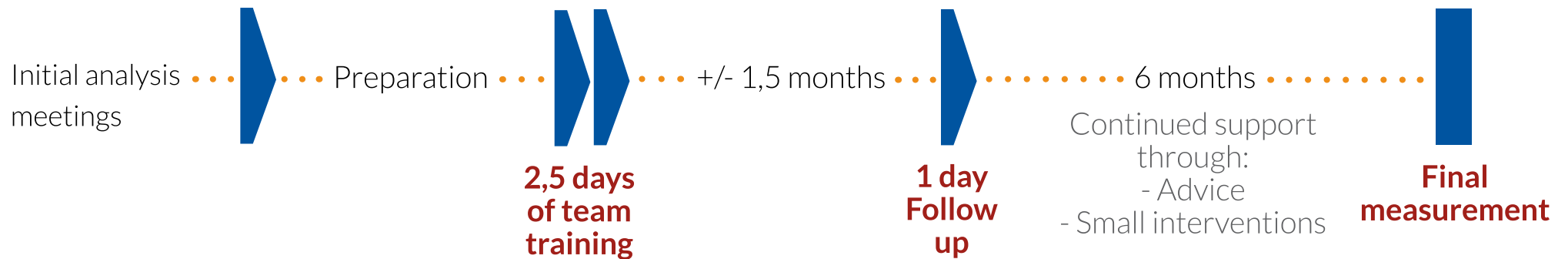
- Better communication
- Aligned goals
- Respect in different roles
- Greater trust with colleagues

But it is also important to measure the success!

Exactly 6 months after the initial analysis we will return to review the objectives and measure the achievements. The job is only complete when you and the team are satisfied.



The process



Six months after our last invention we will conduct interviews with the team to evaluate the long term results and team effectiveness.

Regular contact and ongoing advice to secure the results for the long term.

The clients we already served

AkzoNobel

eada[®]
business school

KLM

 **transavia.com**

Van Lanschot  Bankiers

MOMENTIVE[™]

Dezigual[®]

**RioTinto
Alcan**

**Nobel
Biocare**[®]

 **UWV** werken aan perspectief

 **CaixaBank**

Organon

ADP[®]


NUON

About us

Marianne Slotboom and Wim-Jan Goedknecht have MAs in Work and Organizational Psychology and are both experienced professionals in creating successful teams.

Although Marianne is based in Spain (Barcelona) and Wim-Jan lives in the Netherlands (Rotterdam) they both have a plethora of international clients.

They have worked together for several years and believe that every team can be high performing, providing they have some key ingredients. Marianne and Wim-Jan are confident they can make your team more effective, which is why they offer the 'no change, no charge' policy

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