



## GE ENERGY

### SYMBIOSIS TEAM DEVELOPMENT – WORKING TOGETHER TO CREATE RESULTS.

#### Case study – Building a senior management team

##### Why we did this...

The senior management team at GE Energy – Contractual Services, Northern Europe are a virtual team by geography. Often working remotely across Europe they needed to take time out to build the team so that they could support each other more effectively in developing and achieving their shared business goals.

##### What we did...

An on-line questionnaire, followed by a confidential telephone conversation with each participant highlighted the current stage of team development and how this could be further developed. Myers Briggs profiles of participants, shared across the team at an on-site meeting highlighted personal and team strengths and potential blind spots.

Objectives for a three-day workshop in the Lake District concentrated on,

- Building trust through team activity, discussion and perspective sharing.
- Reviewing current customer relationships and planning improvements.
- Developing a greater shared responsibility for decision making and maintaining good results.

During this workshop Symbiosis coaches introduced some current concepts of virtual team working and leadership to provoke discussion and signpost possibilities for further progress. Creative team based problem solving exercises challenged the team's working processes and highlighted some of the issues faced by the team. Facilitation concentrated on identifying strengths and defining issues for further discussion and action planning.

##### What the team got out of it...

Feedback from the leader of the team after the event included,

‘The time we spent on sharing perceptions and gaining support for team-based decision making is really beginning to bear fruit. Members of the team have been more pro-active in influencing others and we are making real progress as a team.’