

# RAISING THE BAR: TEAM EFFECTIVENESS WITH THE GSI

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The Group Styles Inventory™ (GSI) is the only research-based tool of its kind that provides a proven, valid and reliable measure of how people in groups interact with each other and work as a team. A further advantage for your team is the potential alignment (using the same circumplex model) with organisational culture work and work with your leadership team.

Extensively researched and internationally proven, this survey tool provides group members with a 'safe' way to talk about their behaviour and how it affects the group's performance. Through highlighting factors that are helping or hindering their teamwork, it empowers them to change the way they think and therefore behave – leading to better cooperation, communication and consensus, more innovative thinking and better-quality decisions.

Using the GSI (Group Styles Inventory) in a half day program we explore and debrief the following:

- Team effectiveness – using a simulation we will assess the effectiveness of the teams. In the simulation, teams that score higher when working together than working as individuals are effective teams.
- Group styles – using the GSI process, we will explore team behaviours and how the behaviours contribute to, or detract from the effectiveness of the teams.
- Agreed ideal GSI profile for the team
- Team action plan – the team will leave with an action plan for developing group behaviours.

