

Amplified Teams Program – Building Synergistic & Resilient Teams
SEPTEMBER 2008-2010

Amplicity helps a team to feel empowered: to work together within a culture they value and achieve a common vision

“The workshops gave my team an opportunity to come together and interact positively; to give each other feedback and recognition. To build an environment of choice. This process has helped us work towards shared goals and help to make people become accountable for their behaviour and communication”

Associate Director, R& D Team

Pharmaceutical R & D Team Profile

The Challenge

The challenges for this team were:

- To increase Morale
- No previous opportunity to explore values and norms for behaving
- Challenging the definition of assertive behaviour
- Developing a culture of working from strengths & valuing ; recognition, excellence, a proactive, teamwork approach & a 'can-do' attitude.
- Developing a knowledge economy
- Learning to embrace the diversity of the team and understanding challenges diversity brings

“some people have a tendency to withhold skills and knowledge from each other and be wary of helping others to improve through sharing”

“the current culture can tend to get into negative cycles- we would like more open effective communication channels in the department”

“we need a common set of values and goals for this department”

“we are concerned with the negative gossip in the department”

“there is some tension between some members, people not working as cohesively as they should, we do not see each other as internal customers”

“we embraced the opportunity as a team and I believe we will see a higher performance as a result of a higher level of understanding”
“when I am positive I am more productive and confident”



Why we selected the Amplified Teams program...

to build...

- Synergy
- Cohesion
- Team & Individual Resilience
- Emotional Intelligence
- Proactive responses to stress
- Communication skills
- Explore Values & Norms

We selected Amplificity for its...

- Positive based focus,
- Motivational approach regarding our commitment to our team,
- Evidence based theories and skills training,
- Integrative learning style of training,
- Effective follow up and reporting
- Ongoing Support

How we use Amplificity's skills in an ongoing way

- The results of this program showed an increase in wellbeing, team members reported higher levels of motivation and a distinct adoption of a proactive approach. The team express an empowered feeling to mould an environment of choice.
- The program highlighted the level of dedication and commitment the participants of this team and team leaders have. Each team member rated the team as more resilient to stress and change after going through the program.
- 6 monthly booster sessions to reinforce vision , values and norms of the team and develop communication skills
- One on one coaching sessions to build strong leadership skills

'The workshops conducted were used as the foundation for change. This was reflected in the recent improvements in the EOS results. The improvements included increases in; team cohesiveness, engagement, supervisory effectiveness, organisational commitment, alignment of values, quality compliance, transparency and openness. We will continue developing effective communication and the further strengthening of value alignment and ownership as well as synergy building with regular booster session...' Associate Director, R& D Team 2010

Some comments from the participants...

"thank you for a fun way of learning"

"it was good to come together"

"the presenters were motivating, energetic and lead by example"

"thank you for the experience"

"I expect we will see some significant improvements in some areas"

"I believe the team will be better for having done it(the program)"

Make Amplificity your choice...

By employing Amplificity, you and your organisation will redress some of the following areas:

- Staff Retention And Engagement
- Increasing Team Cohesion
- Cross Team Collaboration
- Performance Enhancement
- Conflict and Anger Management
- Maintaining Motivation
- Stress Management
- Assertiveness

"Amplificity empowers others to embrace change and learn skills to create a motivated and proactive workforce"