

Team working: Belbin Team Role Accreditation



Become a Belbin Accredited Consultant

The course goes way beyond ensuring users of the Belbin team role-profiling model and e-Interplace system are fully competent and achieve the required standards to become Belbin accredited. It is a **behavioural tool**, subject to change, and not a psychometric instrument, which is one of its main differences from other tools such as the Myers-Briggs Type Indicator (MBTI).

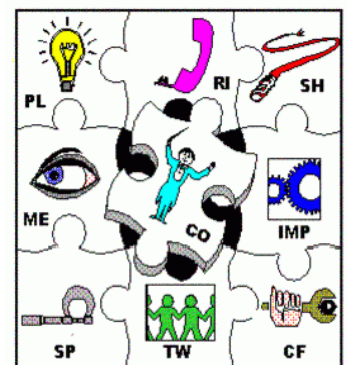
It provides participants with the knowledge and skills required to use the latest Belbin methodology to bring about tangible improvements in **individual, team and organisation performance**.

To ensure each participant receives a high level of personal attention and is able to access the vast experience of the facilitators the course is limited to twelve delegates.

As a result, over **80%** of participants attending this training course receive the Belbin Certificate of Accreditation signed by Dr Meredith Belbin.

This **2.5-day** course will fully brief you in the Belbin Team Role theory and help you learn:

- How teams succeed and fail, using the Belbin Team Role model as a framework for analysis
- How the 9 Belbin team role behaviour types co-relate
- How to select team members according to suitability rather than eligibility, saving you time, money and frustration - no more 'square pegs in round holes'
- How to enhance your team leadership skills.
- How to manage projects using Belbin Team Roles
- How to conduct and produce personal profile and team reports using Belbin E-Interplace
- How to diagnose a team's needs
 1. understand the needs of the team you are working with
 2. use team profiling to explore team dynamics



BELBIN TEAM ROLES

A major benefit of the common language provided by the Belbin Team roles is the shared understanding it gives to team members and the process it offers for developing action plans for improved team performance.

The course covers:

- An introduction to Team Roles: the historical background and development and an explanation of the Team Role terminology.
- An explanation of how Team Role profiling differs from psychometric assessments and the pros and cons of each.
- An explanation of the **Belbin** e-Interplace for Windows computer software, its capabilities and the advantages it offers over self-scoring assessments.
- Using the reporting facilities of e-Interplace - how the various reports can be used to support personal development, management training, team building and organisation development.
- Using Belbin for selection and career planning (Belbin Work Role Model).

- An overview of materials, videos and exercises that have been developed to support the learning and use of the Belbin Team Role model.
- Questions, answers, ideas, tips, problems and solutions. Participants have the opportunity to raise issues of particular relevance to them.
- Preparatory coaching and conduct of accreditation test.

Summary of Contents:

- Module Title: Belbin Team Role Accreditation
- Level: Equivalent of Team working Level 2/Fetac Level 5
- Purpose: Belbin Team Role Accreditation
- Preferred Entry level: Team Leader/Supervisor, Front Line Manager, Consultant, Trainer, Career/Business Coach, HR L&D, Head of Business Unit, Project Manager
- Examination: **Written assessment** from Belbin team case study or Belbin team/work role profiles. Validated and managed by Belbin Associates UK for quality assurance purposes.
- Modular follow up optional (Using the Belbin Work Role model to improve delegation) in order to bring about tangible workplace improvements and **4-days Belbin Team Coaching Certificate**
- **Accreditation:** Internationally recognised **Belbin** facilitator certificate with the right to use above logo
- Trainers: Barrie Watson, Head of Consultancy **Belbin Associates in the UK** and Bernard Chanliau from XenerGie Consulting Ltd

The course includes the provision of a comprehensive **eight pages Belbin Team Role personal profile** (SPI + OA) 360-degree feedback for each participant.

We will be pleased to quote a special rate and design a bespoke in-company course for organisations having six or more delegates.

Please contact us for our next public intake by emailing us at info@xenergie.com or call Bernard Chanliau on +353 (0)86 104 38 05

"In all my years working in HR I had heard of Belbin a few times but had not bothered to find out more. Both Barrie and yourself delivered what I can only describe as one of the most participative and enjoyable courses I have ever been on. I truly believe that you have turned me into a Belbin Disciple and I look forward to doing some tests with the management team. Thank you for a wonderful experience.

Jim Dolan - Human Resources Director (March 08' certification)"



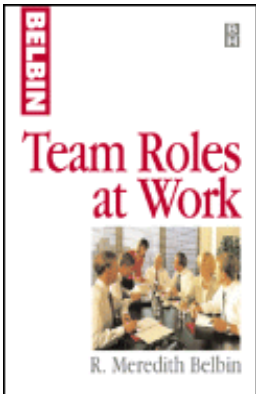
Order Your Belbin Team Role Profiles Direct from Xenergie.com eStore:

New On-Line Belbin Profiling Facility from Xenergie removes the need for sending any special data collection programs to the remote in-putter; the collection and validation are performed by Xenergie e-Interplace, and the input details are sent to the receiver by means of an e-mail pdf attachment.

Over 24 types of report available online: from 40 € + VAT

- ✓ Self Perception or 360 with observer feedback
- ✓ Team combination and working relationships
- ✓ Ideal Team Role for Job
- ✓ Candidate Suitability for Job





Most of us work in teams and most organisations want to make effective use of those teams. Understanding your team style – how you behave, contribute, and interrelate with others - is a vital part of that process of making your teams more effective. Meredith Belbin is widely regarded as the world’s leading expert on and “father” of team roles.

*XenerGie Consulting Ltd **is the main accredited and certified team consultancy** in Ireland for Belbin Team Role profiling, training and team coaching. Belbin, developed by Prof. Meredith Belbin in the 1970's is used by 40% of top companies in the UK, the United Nations, World Bank and others as a measure and the de facto model to improve team performance and behaviour. Prof. Meredith Belbin and his associates demonstrated the extent to which team role profiling correlates with team performance using predictive validity over a span of 15 years of empirical research.*

Xenergie is an internationally-traded service provider of organisation analysis, consulting and culture development programmes that deliver significant business improvements through attention to leadership, unconscious behaviour, positive accountable attitudes and collaborative relationships throughout the value chain.

We help people feel more ‘engaged’ in their life and work by developing authentic leadership approaches to their own lives, inspiring the teams they manage, learning winning behaviours and extending their potential and problem solving strategies.

In tandem, we help organisations to rethink behaviours, communications and cultural habits in a way that helps to win the hearts and minds of employees - to make the workplace a meaningful opportunity for personal growth and success. Our coaches and trainers come from previous careers in industry where they have operated at senior management level, usually in an international framework. Behavioural excellence is our speciality.

As Ireland’s key provider of Belbin services and trainer accreditation, we also provide:

- On-site Team Performance consulting*
- Belbin Team Coaching*
- Assistance with matching people to jobs through profiling and consulting*
- Belbin Team Culture programme roll-out consultancy*
- Executive and Team coaching using Belbin as a framework*
- Exhilarating experiential team learning events that apply the Belbin framework through outdoor/ indoor challenges from adventure sports and business games to filmmaking and creativity.*
- Belbin Team Coaching Monthly Group Supervision/Role Consultation*

Please visit www.xenergie.com to explore our full range of services