

Team working: Belbin Team Role Accreditation Ireland



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).

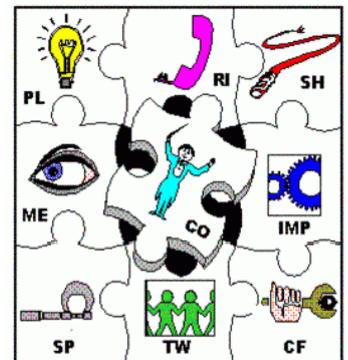
It provides participants with the knowledge and skills required to use the latest Belbin methodology to bring about tangible improvements in **individual, team** and **organisation performance**.

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 16 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.
- **Moving from Theory to Practice:** 2hrs experiential team working exercise on the third half-day with feedback coaching

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 120hrs [ICF Systemic Team Coaching Certificate](#)
- **Accreditation:** Internationally recognised Belbin facilitator certificate with the right to use above logo
- Trainers: Barrie Watson, Director [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)"

"Which part of the course did you find the most interesting" delegates respond:

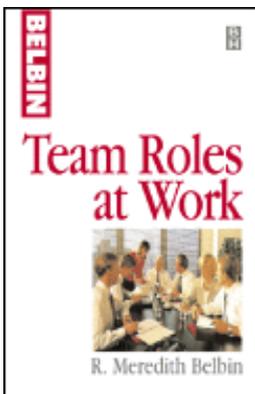
- *"Viewing the reports and changing dynamics of team reports"*
- *"The team working exercise on the last day - putting it all into action and reviewing the learning"*
- *"Team activity experiential learning exercise at the end of the 2.5 days"*
- *"Learning about the team roles exercises (interesting and challenging)"*
- *"Team interaction and "exercises"*

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.

With half of UK employees feeling that their organisation does not help them develop good team working skills, according to latest research, Team Coaching is high on the agenda of HR/OD practitioners.

*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.*

Established in 2000, Xenergie is a coaching/OD consultancy that works to unlock innovation within client organisations and bring about more effective business performance. Our underlying philosophy is to energise people, profits and the planet through organisational development.

We do this through team leadership coaching, organisational analysis and action learning underpinned by systems thinking. Our methods are designed to help organisations transform themselves through economic and business life cycles, and enable purposeful collaboration, fresh thinking and connectedness amongst stakeholders. The result? An 'eco-system' within your organisation, fed by the energy and effort of your people, delivering greater wellbeing, productivity and awareness within your business and the world at large.

Team leadership coaching - boosting business through culture change

Xenergie's proven client service model is grounded in practicality, experience and deep integrity. It aligns your people, processes, actions and culture to work together towards a single-minded mission and purpose sustaining the flow and execution of your organisational strategy.

Our innovative leadership development programmes have delivered tangible results for clients including Fortune-500 firms, public institutions, blue-chip multinationals and VC-backed high-growth start-ups, as well as the many associate coaches and consultants who form part of the Xenergie community.