

IMAGINE THE BENEFITS OF HAVING YOUR ORGANISATION THINK AS ONE TEAM



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A functional constant in most modern organisations is the existence of teams. In our professional lives we are usually part of a team and we also have a requirement to interact with a range of teams both internal and external to our workplace. The quality of the

relationships between these teams is often a critical factor in the ultimate success or failure of an organisation or business venture.

Whilst the existence of teams in modern business is a given, there has been very little attention given to the behavioural factors contributing to teams interacting effectively across boundaries. This is despite constant commentary from business leaders about the impact of “organisational silos” or the impact of

a break down of relations between critical business units within an organisation.

Research on team behaviour has been prolific. However much of this research has focused around effective team composition, team style or inter team behaviours. There has been limited focus on cross team functioning particularly from a behavioural viewpoint.

In his new book, “Think One Team”, Graham Winter addresses the 21st Century need for teamwork and partnering across boundaries between sites, levels of hierarchy and alliance partners. Using a five principle mental model this methodology outlines the principles of effective cross functional teams including:

- Share the Big Picture
- Share the Wins and Losses
- Share the Reality
- Share the Air and
- Share the Load

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Locher Human Resources is delighted to be accredited in the delivery of this highly effective methodology to the benefit of our clients and their organisations. As a result of the Think One Team principles our clients can expect:

- Executive collaboration – one executive team thinking
- Improved team work across divisions – improved work practices and behaviours across existing “silos”
- A think one team culture across an organisation

The Think One Team program has been highly successful in client sites in Australia, Asia Pacific, North and South America.

For further information on Think One Team contact Danielle Jiranek at Locher on 08 8201 1133.

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