

TEAM DYNAMICS ASSESSMENT

Recognise the causes of conflict and restore team harmony and effectiveness for organisational success

Conflict has a ripple effect and inevitably impacts on fellow workers. Unresolved conflict is costly in many ways and can result in lengthy grievance processes, employee disengagement, lost productivity and ultimately a reduction in organisational effectiveness.

A team dynamics assessment evaluates presenting and underlying causes of conflict. It analyses the impact of the conflict on team morale, wellbeing and function. The assessment makes recommendations on strategies to restore team harmony.

Highly experienced consultants work with your organisation to implement strategies to restore team cohesion. The approach is non-punitive and solution focussed.

At Converge International we understand that conflict is likely to be a cause of psychological distress to workers. Conflict can also be symptomatic of deeper issues affecting the team and workplace morale.

Conflict is a recognised psychosocial hazard that should be addressed to improve workplace health and safety. Even if one member of the team is struggling, the whole team is compromised. Changes in a colleague's usual behaviour due to mental health challenges may also contribute to team conflict.

A team dynamics assessment assesses contributors to the conflict across four key workplace dimensions that impact workers – individual, team, managerial and systemic. The extent and impact of the conflict on team members' wellbeing is also assessed, relevant to workplace health and safety. Elements of leverage that may have positive effects on employee wellbeing, and be a bridge to resolution, are also identified.

The assessment informs recommendations that get to the heart of issues to be addressed in order to optimise team harmony, wellbeing and function.

OUR NATIONALLY ACCREDITED MEDIATORS assess presenting and underlying issues of teams impacted by conflict

INDIVIDUAL INTERVIEWS are used to enable team member input, creating an opportunity for individuals to be heard, which is often a precursor to moving forward

THE OPPORTUNITY FOR RESTORATION is enhanced with the engagement of an independent, impartial and objective consultant

FOR EVERY DOLLAR an organisation spends on creating a mentally healthy workplace, which includes addressing the psychosocial hazard of conflict, an average return of \$2.30 can be achieved

KEY BENEFITS

- Identification of factors contributing to the team conflict
- Identification of opportunities to rebuild team cooperation
- Involvement and ownership of team members in contributing to the assessment and proposed solutions
- Earning a return on investment, both in time and dollars spent, through enhancing team function
- Reduction of workplace health and safety risks
- Decreased potential for bullying and compensation claims
- Increased opportunities for employee engagement, productivity and organisational effectiveness

MORE
INFORMATION

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