

CASE STUDY

IMPROVING TEAM COLLABORATION & PRODUCTIVITY EDUCATION SECTOR

Client

Manchester Communication Academy is a mixed, non-selective school serving local children. The academy believe passionately in the power of an excellent education to transform lives and provide new opportunities for young people.

Need

The assistant principle and head of the community team was looking to improve the collaboration and productivity of team members.

Currently the team members worked in silos, constantly focused on their own community projects. The head of the team wished to break this working practice and encourage more collaboration & communication as a new way of working.

Solution

After initial discussions with the head of the team, it was decided that a one day teambuilding session would not be sufficient to embed a new way of working. A team development programme was agreed which would involve a number of team sessions over a six month period. The programme would be supported by our learning transfer and ROI software, GOLD, which would be used to record individual goals.

Results

On completion of the team development programme, the head of the community team saw a significant improvement in the team's working practices. The internal communication, collaboration and overall productivity of the team increased. The team went on to state that the programme had helped in many ways including, creating more 'respectful team relationships'.

“Our rationale for the GOLD team development programme was that our team of eight staff were vastly diverse in their experience and work practice. Following two full day workshops, individual objective setting, a half day evaluation including personalised reports, I can say with certainty that the programme had a real positive impact on the MCA community team. Evidence of this impact includes more professional team communication, greater collaboration and increased productivity. The service and support received from Jav (the programme tutor) was exemplary. Jav was in constant communication to ensure the programme was tailored to our specific needs, was flexible when needed and has proved a valuable resource for me over the last six months in terms of analysing the strengths and weaknesses of my team. I would strongly recommend this programme.”

Martin Roberts, Assistant Principle - Community
Manchester Communication Academy