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## Belbin DNA Training Program Overview

**Team DNA** is made up of the unique behavioral clusters that all of us project when working with others. The way we contribute, interrelate and behave is based on a lifetime of unique experience, role learning and personality that equips us with the mix of Team DNA that we use. Knowing our individual and collective Team DNA helps people and teams understand their strengths and weaknesses, make better decisions, avoid unnecessary friction and perform better

**Leadership DNA** helps measure our impact, strengths and weaknesses when working as a leader or manager. Intelligent and effective leadership is best underpinned with pragmatic knowledge of your operating style and those of others. Insight into how you and others will manifest such traits under pressure is of great use when leading or managing others or working in a leadership team. Adding such insight to the “leadership toolbox” enables strengths to be leveraged and weaknesses to be offset or developed.

### What can I expect from the flow of events?

All participants will be asked to complete profiles and observations before the date of the program. These profiles are then analyzed and reports are compiled. Using these reports, participants are then guided through a series of presentations, workshops and team events which will allow them to better understand the results.

### What can I expect from the challenges?

All team members will participate in an icebreaker exercise designed to start orienting them to think within the framework of the Belbin methodology. They will then be guided through their individual assessments, and participate in a group exercise in order to better understand the different Belbin roles. Finally, they will then be divided up into groups and participate in a challenge game in order to observe their roles in the context of a team.

*This program is ideal for pairing with challenge program at the same event. Ask your sales rep for more information on pairing Belbin training with another program*

## How long is the program?

Length of program can range from:

- *2 hours* Introductory basic module designed for insertion into meeting and event agendas.
- *Half day* Introductory module plus a major team challenge project.
- *Full day* Introductory module plus tailored extension modules and major team challenge project.
- *Multi day* Tailored workshop and experiential program for targeted team and / or leadership development.

## Can you tell me more about the icebreaker/energizer?

The icebreaker involves people moving around, pairing up and telling a little bit about themselves within the program theme.

## Can everyone participate?

Yes everyone can!

## Do you provide a facilitator/emcee?

We provide a lead facilitator and assistant. The teams receive both written and verbal directions from the lead facilitator.

## When should I let you know how many people we're going to have? What is the perfect group size?

Provide final numbers 10 business days before your event. We make various equipment and facilitator decisions based on the number of people and the number of teams. Certain groups may be setup in teams to complete parts of the program. Ideal team size is 25 people per team. If you are a small group, we would recommend smaller teams, and will work with you to find the best team sizes for your group. If you know that you want certain people to meet and get to know other people in your group, this is your chance.

## Is there a winning team? Are there prizes?

The aim of this program is not competition, but communal understanding. Therefore, there are no winning teams or prizes associated.

## Is there a debriefing at the end of the program?

There is always a wrap-up, but a formal debrief session can only be added to your event if you let us know ahead of time. A debrief can include a facilitated discussion around how teams worked together and takeaways from this experience.

## Venue Requirements & Setup

### What are the space and setup requirements? What information should pass to the venue?

The room is best set up with tables in a u-shape and enough chairs for all participants. A small table for the facilitators is a great and a place to set up a projector. A larger room is best for this event.

### When do the supplies ship to the venue? Who arranges for storage?

Our production department will work with you and the venue to ensure that all supplies arrive on time. Supplies typically arrive on site the day before or the day of the event. Storage space for material may be required prior to program date, which will be discussed with your event manager.

### Are there any AV needs I should consider or pass along to the venue?

Screen and plug in projector (we bring our own projector) Flip chart.

### How much set up time is needed on the day of the event?

Two hours is ideal. We can set up in less time if necessary.

## Eligible For Free Video

Video is a great way to follow up with your team after an event. The good news...select TeamBonding programs are eligible for free videography, which we will feature on our website. **How it works:** A videographer will arrive on-site before your event starts. Several weeks after your event, we will send you a link with your video, which will include footage of the setup, activities, facilitator, guests, venue and some audio from your team when possible. **Please inquire about availability.**

#### Benefits:

- Keep your employees engaged in the program through videography;
- Use the video in your future marketing materials;
- Use the video to promote your company culture;
- Show those in your organization who didn't attend what they missed.