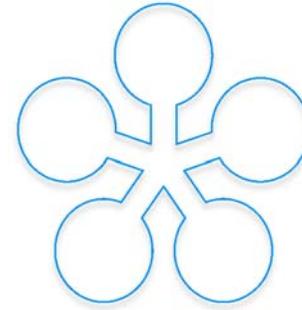


# TeamUp!

*The goal of the Team Up! method is to help the team create a culture that works for all of its members.*

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# What happens in a team?



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*Most teams don't reach their potential.*

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Every organisation establishes teams. Most teams don't reach their potential. People have the capacity to create amazing results together. All teams have a potential for success whether it is the board of directors, a management team heading up a business unit, a project team, or any work group across the organisation.

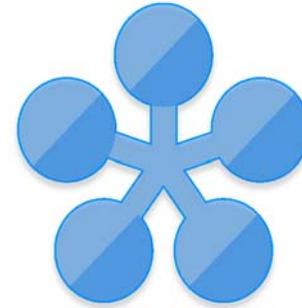
Unfortunately, it is rare that a team delivers the results that you hoped for. It's all too common that the team's own behaviour stops them from succeeding.

Team members might stop communicating, individuals compete for dominance, petty grievances and grudges are left to fester. Revenge happens. There are power plays and surprisingly childlike behaviour. Similarly, there is competition between teams and silos are created. These behaviours seriously impact the business' results.

Those are all normal human behaviours. And teams usually don't know how to prevent or stop those behaviours or how to change their culture once it's established.

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# Possibilities



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*Quick fixes don't work.*

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We believe that much more of the team's potential is within reach. We believe that a better understanding by the team members of how they impact each other, how they could interact together and how they talk about their own performance is crucial to high team performance.

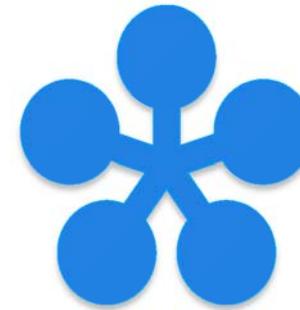
Quick fixes don't work.

We have seen numerous failed attempts at training programmes and one-off team events designed to "build team spirit."

These attempts, over and over again are great learning experiences, and fun "away days", but when the team is back at the workplace, lasting change does NOT happen.

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# What works?



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*Change takes time*

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## So what does work?

Well, we all know the saying: “if you continue to do what you have always done, you will continue to get what you always got.”

This is why at shooksvensen we offer you a different way.

The goal of **the Team Up! method** is to help the team create a culture that works for all of its members. (Culture being, “the way we do things around here.”)

**The Team Up! method** is scalable and low cost.

First we train the whole team - together with their team leader – to increase collaborative behaviours and reduce destructive behaviours.

Implementation of this learning takes time.

We work with the team in focussed sessions over a number of months. This gives the team the time to learn and practise new behaviours. It allows them to create new habits and a desirable, functional, collaborative team culture.

We help the team create its own practises. We support accountability and follow-up to make sure that the process delivers lasting change.

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# The method and the book



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*The **Team Up! method** is low cost and scalable*

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**The Team Up! method** is scalable. We can work with a single team or a complete organisation.

**The Team Up! method** is low cost. Why? Because the team does most of the work. We facilitate the team(s) during short, focussed training or coaching events that not only help the team create lasting change, but also train them in how to handle change in the future.

**The Team Up! method** delivers team(s) that live up to their potential.

Our book **TeamUp!** follows a leadership team as they discover how to consciously create a better way of working together.

Contact Frode Svensen at +447582984479 or [frode@shooksvensen.com](mailto:frode@shooksvensen.com) to hear more about our approach.