



## TeamPulse©

The rapidity of change means that our clients need to be sure that they have high performance teams in all levels of their business. With little room for error, teams need to keep raising the bar on their own performance if they are to stay ahead of the competition. Great performance is underpinned by outstanding relationships based on mutual trust, respect and support. TeamPulse is a way of assessing the quality of these relationships.

VBL has created TeamPulse to enable a team to accurately assess itself against nine key elements of team performance: vision, values, leadership, culture and climate, change, communication, emotional resilience, performance and team dynamics.

The team can quickly identify how they are performing against these elements and develop specific action plans to both enhance their strengths as well as address areas of weakness.

TeamPulse avoids the need for an elongated and costly analysis as it quickly gets to the heart of what factors are driving performance in the team.

### Features

- ▼ TeamPulse looks in detail at nine dimensions of team performance
- ▼ TeamPulse is a quick way to identify how these critical dimensions are impacting on the team's performance
- ▼ TeamPulse provides detail on each dimension of performance so that a team can drill down into the results for each dimension
- ▼ TeamPulse can also be used in team coaching by both an internal facilitator and / or the team leader
- ▼ TeamPulse can be used as a needs analysis on which a programme of team development can be built
- ▼ TeamPulse can be revisited to check on the impact of the actions developed
- ▼ TeamPulse has both qualitative and quantitative data
- ▼ TeamPulse is also very quick and easy to use



*"TeamPulse really enabled the team to get underneath the challenges that we have to deal with, and focus on the key performance areas that we need to address. The on-line process was quick and easy to use as was the data. It is well laid out and as a result of using the Pulse we were able to quickly identify key actions for the team which would previously have taken much longer to surface."*

Managing Director Weir Group plc - North America

*"I was pleasantly surprised, at the value in the information provided. The scores, spread and themes were amazingly simple to identify, without the need for some huge forensic analysis. The Team were genuinely captivated by the results, and found the whole process thought provoking and challenging."*

Leader Rok Group plc

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