The Ripple Effect

Goals, Roles & Souls

A team is generally described as ...
... a group of diverse people (souls) who work together (roles) to achieve a common goal (goals).

These tailored team interventions are a very effective change management tool.

What is a team?

Our approach to tailoring these interventions works from the top down.

1. Goals
   It all starts with working towards a common goal which needs to be clearly understood by all.

2. Roles
   Defining clearly what is expected from each team member so as to achieve the goals.

3. Souls
   Having the right people on your team performing the above clearly defined roles.

Tailored Team Interventions

They are ideal for any team from any industry regardless of team size. They are designed to promote the idea that success in a team comes from having every team member pull in the same direction. These lessons are, where possible, depicted through experiential learning activities.

Each intervention is designed to achieve the following:

- Lowering resistance to the intended change.
- Greater team alignment with overall business goals.
- Greater levels of individual and team responsibility for the business and its goals.
- Removal of obstacles to achieving improved results.
- Change.
- A platform from which to launch further team initiatives.

This approach has universal application. These interventions will be structured in such a way as to provide the best possible chance of altering people’s behaviour through ongoing reinforcement of effective life principles.

Examples of previous GR&S solutions designed for our customers:
- The CAVI Leadership Programme
- Spilo Foreman Training & Spilo World Class
- Adapt IT Succession Planning
- GreatSoft DNA Formulation
- Much Asphalt “Together We Can”
- Engen “Targeting Knowledge”
- Parmalat “Milk Day”
- Dermalogica Connect

Experiential learning

On the premise;

The way one acts during an activity is indicative of the way one will act in every-day life;

We use various activities and team exercises as a valuable means of promoting the desire to change.

We look forward to working with you in creating positive ripples for you and your team.

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