

The Ripple Effect



Goals, Roles & Souls

Tailored Team Interventions

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

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.

What is a team?

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

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.

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.

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

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

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