



Team Building within a Blended Organization

When two international Fortune 100 companies were recently merged, the challenge for the People Development Group was to blend two separate departments and two cultures into one integrated, well functioning team. Their objective in calling P Squared to assist was to generate personal discovery by each team member and create greater team unity toward a common purpose.

The off-site session started with a team building mutual awareness exercise with participants providing introspective information about their personal and professional characteristics and their thoughts and perception of the newly formed team. Through the personal profiling exercise, DiSC, team members were provided insight as to their own and their team members' working styles and how to best work with each other.

The session then moved to a discussion and the development of the team's vision, mission, and values – a critical step in the formation of any team.

After another set of team building exercises, the team brainstormed their next business-focused steps when returning to their respective locations. The overall facilitation of this team building session by P Squared brought the following comments:

“... I believe the meeting was a first step in the journey of opening some new doors with the team. Your facilitation and design elements were very helpful in guiding us through the thinking process to establish the big arrow of direction. We are ‘aimed’ and now there is much more to do.”

“Terrific! In the spirit of short and succinct, that describes the job you did. You helped the team immensely. ...Many of your comments resonate with me, and I have quoted a key learning from your team building exercise repeatedly. ‘speed and simplicity lead to the elegant solution’.”