



Predictive Analytics for selecting, developing, leading and engaging talent

# Team Development Solutions

## Access and Optimise Team Performance

In today's complex work environment, individual talent is not enough to succeed. Team performance is equally critical. Harrison Assessment's Paradox Theory reveals team dynamics in a way that has never before been possible, enabling individual team members to understand how their own behaviours contribute to or obstruct team objectives. Reports provide a step-by-step plan in which each team member can make adjustments to improve team performance.

## Business Results

Harrison's Team Paradox Analysis helps managers build stronger teams by establishing clear team values for effective interactions, identifying the strengths and weaknesses of team members. With these insights, managers can maximize team strengths while developing areas of deficiency.

The Harrison's Team Paradox Analysis provides a dynamic team building tool to:

- Create effective interactions to enhance team performance
- Discover the strengths and challenges of a team including team decision-making potential
- Identify the best roles for team members
- Assess the potential for cooperation or conflict
- Establish clear guidelines for effective interactions
- Reveal blind-spots that may undermine performance
- Facilitate team self-discovery to accelerate the team performance process

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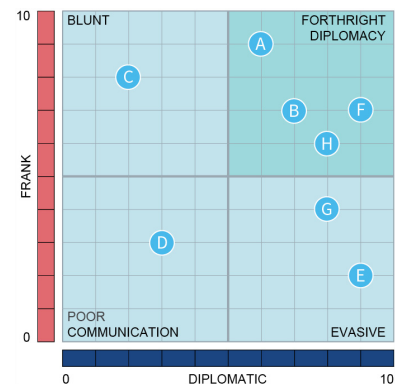
## Individual and Team Action Planning

Harrison's Paradox Technology provides individual team members with a clear understanding of their own behaviours that enable them to become more effective team members and leaders. Reports include a mapping of stress behaviours and how those impact individual performance as well as team performance. By assessing team leaders and the entire team's behaviours against key paradoxical principles of leadership, managers can implement practical actions that facilitate mentoring, coaching, building effective working relationships, engagement and retention.

Team members are highlighted by a letter and displayed in conjunction with all other team members. This diagnostic analysis creates an accurate view of how team members interrelate to enable or inhibit team effectiveness.

By applying the analysis to the 12 sets of paradoxical traits used in the Harrison Team diagnostic analysis, you will foster actions to accelerate team performance.

Improve performance, work satisfaction, team effectiveness and build your competitive edge with Harrison Assessment's Team Analysis.



## Harrison Talent Life Cycle Solutions

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

