

Editorial from the Partners

25 years after BELBIN was founded, we are proud to announce the imminent launch of **new reports and inventories**.

As a result of continuing research, changes have been made to the Self-Perception Inventory, which has now been expanded to comprise eight sections, giving more complete coverage of the various aspects of each of the nine Team Roles. The observer words have been updated, which has helped improve the validity and reliability of the reports as a whole. The Belbin Team Role reports make fuller provision for personal development and individuals will now receive **online video coaching** on how best to play their top Team Role. This will form an integral part of the Belbin reports and we hope that they will enhance understanding of how to increase individual effectiveness in the workplace.

The Job Requirement Exercise has also been refined to address the increasing demand to match the right people to the right jobs. The Belbin team reports have also been updated, with new calculations and new reports. The online software that creates the reports (Interplace) has received a “facelift”, enabling easier access to the reports and more intuitive management and set up of Belbin accounts.

In accordance with our team philosophy, we believe in gradually passing on the reins to other talented members of our company. While we intend to take more of a back seat, you can be assured that Belbin as a brand will retain its identity and the spirit in which it was originally founded.

We hope you enjoy the new reports that will be available in early Spring.

Enjoy the festive season and we wish you a successful and happy 2012.

Meredith, David and Nigel



Already using Belbin reports? - How the new reports, inventories and software will affect you

We will be launching a beta version of the new Interplace, (the online software that is used to generate the reports) inventories and reports early in 2012. Depending on feedback, we hope to be ready to launch March/April 2012. Of course we'll keep you up to date with all developments.



Some answers to questions that we have already been asked:

- ⌚ You can transfer any unused units ('lives') to a new account, free of charge.
- ⌚ There won't be a magic swap-over date. You will have 6 months to finish your current round of Belbin reports and then you let us know when you are ready to switch.
- ⌚ Your old data/reports will still be available but you won't be able to add new Observer Assessments to old Self-Perception Inventories, or make any alterations to the old reports.
- ⌚ You will be able to create new team reports using old data/reports.
- ⌚ Versions prior to e-interplace (pre-2002) cannot be upgraded.

There's much more to Belbin than team building by Barrie Watson



“ It always pleases me when I see Belbin being applied in innovative ways that go beyond team building and team development, and we heard of many different applications at the last Belbin Symposium. For my part, one of my missions - in fact almost an obsession - is to use Belbin to get managers managing people more effectively and it is with this in mind that I would like to share the following thoughts with you. It is my belief that one of the key things that managers need to address, is understanding and utilising the natural talents and motivations of their staff. They can do this by using their own gut feelings or they can do it in a more structured way by using BELBIN to identify these behavioural talents, preferences and motivations.

The Belbin individual reports provide a rich amount of information and the deep insight managers need to get the best out of each person in their team. I have had some success helping managers utilising these reports so that they can use their team to maximum effect. If you are not using Belbin for this purpose, give it a try and see if you can play a part in helping managers make the transformation from being effective process managers to becoming outstanding people managers. ”

Barrie Watson is a management consultant and non-executive director at BELBIN. You can contact him at barrie@belbin.com.



Breaking cultural stereotypes by Tom Robson



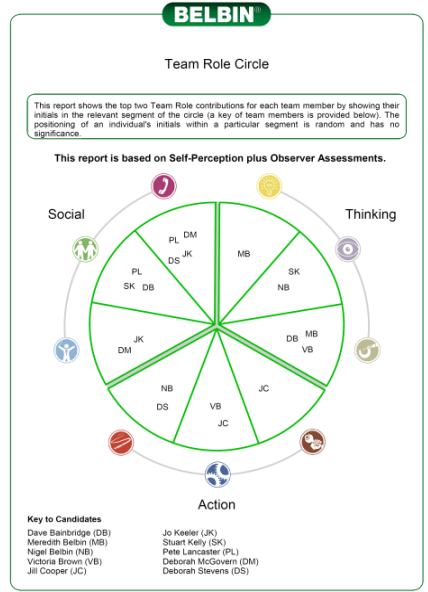
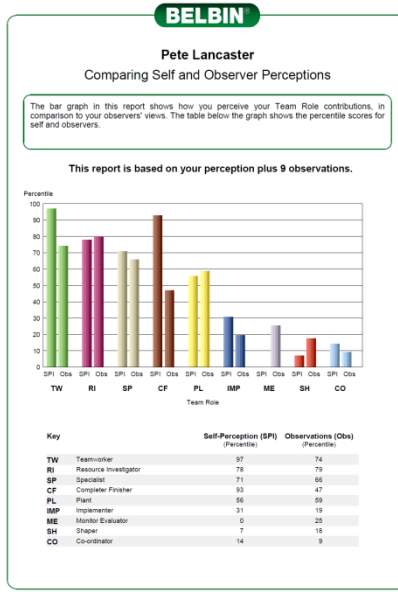
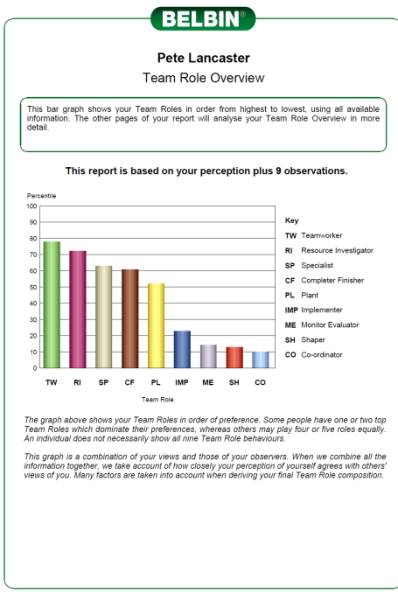
“ In the autumn, I was asked to run a one-day workshop for a division of a large international manufacturing firm in Switzerland. Their aim (besides having an enjoyable day together) was to learn how to assimilate new teams from Asia into their group and gain greater mutual understanding, thus improving team effectiveness.

Whilst facilitating the workshop I addressed cultural issues, but with an emphasis on Team Roles as a means of understanding the diversity of contributions required in effective teams. In other words, participants learned to replace cultural stereotypes, such as “Claude will like dealing with details because all Swiss are precise” with: “Actually Claude is a great Plant/Specialist, but his least-preferred role is Completer-Finisher”. This provides a much more accurate picture of Claude’s likely contribution to a team than his cultural background or any other form of inaccurate stereotyping. The outcome of the workshop is that team members now have a much more objective understanding of each others’ strengths and weaknesses. Their team performance should improve. And by the way, the trains did run like clockwork in Zurich! ”

Tom Robson is a management consultant and runs accreditation courses, workshops and consultancy for BELBIN. You can contact him at tom@belbin.com.

Sneak peek!

We just can’t resist – here are some of the reports that we have been working on!



Symposium 2012 - Save the date

Our 2012 Symposium will again be held at the Hilton DoubleTree, Cambridge. Please put 10th and 11th October in your diary. The Symposium will be designed to engage everyone attending in a series of practical workshops led by experienced Belbin practitioners from around the world. More details to follow.



Staff News

It has been a busy year, especially with the changes that are being made to the inventories and reports. To aid the technical side we have recruited Stuart Kelly, a graduate in Computer Science from Nottingham Trent University. Stuart has strong ME tendencies which is proving invaluable with the ongoing Interplace project. It has been a year of anniversaries. Jill and Jo have both celebrated their ten years with the company and Vicky was surprised to realise that she had been here for five! Dave has now officially hit retirement age, so we have allowed him to work a four-day week. It has also been a year of engagements, with both Vicky and Debs blinding us with their diamond rings!



The Belbin office celebrating Meredith's 85th birthday. Clockwise from front left: Meredith, Jo, Nigel (hiding), Dave, Stuart (photo-shopped), Debs, Vicky, Peter, Jill and Deborah.

Keep up-to-date and in touch



There is a fantastic online community building at the moment – over 600 people have now joined our LinkedIn discussion group. Current topics include: “Cultural Differences in Team Work: A Question of Team Role Preferences” and “How to get Team Roles across to 40 people using Co-operate”. You can also follow us on Twitter or become a fan of our Facebook page. These are great ways to be one of the first to hear of any new developments or articles that may be interest. Click the icons on the right to take you through to the relevant sites.



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