

BELBIN

Courses and **Team Role Accreditation**



Developing individuals and teams

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Belbin Team Roles are one of the most popular and researched models for helping groups of people work more effectively together.

Our range of courses are designed to enable individuals to use our systems, models and philosophies confidently and to provide support, guidance and expertise where needed.

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Belbin Courses



Team Role Accreditation Course

A two day course to achieve the required standard to become accredited in Belbin Team Roles. Ideal for professionals who will be teaching or using the Belbin model with individuals and teams. The course covers the background and history of the Team Roles, how to measure them, how to understand, interpret and feedback the Belbin reports and the practical application of the Team Role model.



Teambuilding Workshop

A consulting day to improve the performance and effectiveness of in-place teams using the Belbin methodologies.



E-interplace® Administrator Training

A half day workshop for administrators of the e-interplace team role system. This practical workshop is designed to enable users to utilise the full potential of the software.



Delivering more from the Job

A one day course for managers focusing on the work rather than the team. The aim of the workshop will be to help managers to deliver more from jobs in the workplace. Added value depends on understanding work roles and finding more efficient means of meeting external demands.

We also provide consultancy, facilitation and one-to-one coaching. If you would like to discuss the various possibilities, please contact either Jo Keeler or Jill Cooper.



The value of Belbin team role theory lies in enabling an individual or team to benefit from self-knowledge and adjust according to the demands being made by the external situation.

Team Role Accreditation Course

A certified two day course for individuals and organisations aiming to understand and apply the Belbin Team Role model within the workplace.

This will cover:

- The origin, theory and definition of the nine Team Roles.
- How to measure Team Roles through the Interplace software system, which matches behaviour to team roles.
- How to generate and understand the key Team Role reports.
- Uses to which Team Roles can be applied, eg teambuilding, personal and organisational development, recruitment, training needs and job analysis.
- The range of individual, team and job reports available.
- How to interpret and analyse Team Role reports.
- Practical exercises on giving feedback to individuals and teams (using in-house data if appropriate).
- Use of case studies to show how to use the model to improve individual and team effectiveness.
- Accreditation Test.

On successful completion of the two day course participants will have:

- Knowledge and credibility to use the Belbin model.
- Good understanding of how to interpret and give feedback on Team Role reports to individuals and teams.
- Full backup and support from Belbin Associates.
- A signed certificate from Meredith Belbin on passing the Accreditation Test.
- Use of the Belbin Accreditation Logo.*

For those who want to gain an understanding of Team Roles but not to focus on the practical application of the model or become accredited users it is possible to have a one-day Team Roles Familiarisation Course.

* subject to terms and conditions.



Teambuilding Workshop

An interactive day designed to increase productivity, raise morale and spur innovation by helping teams to improve the ways in which they work together. The contributions each person brings to the team will be identified and strategies for optimising personal effectiveness will be discussed. Increasing understanding between team members and improving interpersonal relationships will form the primary focus of the day.

A Belbin consultant will facilitate this directly with the team or can work with an in-house trainer/facilitator and their client team.

E-interplace Administrator Training

A half day training session, covering all aspects of utilising e-interplace, to make the client feel 'at home' with the software tool:

- Online and offline features of e-interplace.
- Administration of the questionnaires (Self-Perception Inventory, Observer Assessments, Job Requirements and Job Observations).
- Generation of reports for individuals, teams and jobs. Comparing individuals with particular jobs.
- Overview and explanation of the 30+ reports available.
- Use of internal slideshows and handouts.

A 'hands-on' approach is used to demonstrate the functionality of the system in the light of a client's particular needs.

Delivering more from the Job

The focus of this workshop, led by Meredith Belbin and/or Barrie Watson, is to help managers identify areas of opportunity to improve the output of jobs.

Managers will be coached in:

- How jobs are best set up using (coloured) work roles
- Understanding the relationship between work roles and teams roles
- Assessing performance in a job
- Handling rewards and remuneration

By the end of the day, participants should be able to deliver more of value from the same resource.



Please call Jo or Jill: +44 (0)1223 264975
to discuss your requirements

Our Consultants



Meredith Belbin

Meredith graduated at Cambridge, where he also received his doctorate, before taking up a research and lecturing appointment at Cranfield. Since then, he has worked in a wide range of industries at home and overseas. His books are widely read both in English and in translation. Meredith's most recent appointments have included External University Examiner in Engineering Management and in Entrepreneurship and a Visiting Professor in Leadership. Currently, Meredith is still active in pioneering developments and in giving presentations to workshops and conferences



Barrie Watson

Before becoming involved with Belbin Associates, Barrie Watson was chairman of a major marketing group and a director of two retail organisations. Fearless and inspired in approach, and reluctant to face any sort of failure, Barrie has wide experience in helping organisations around the world apply the Belbin methodology to improve individual, team and overall business performance.



Leena Shalloe

Leena was born and educated in India, later relocating to England, where she soon made her mark. After entering industry she moved through a variety of roles in Production, Sales and Marketing, Business Development, Quality Control and Project Management. Later after working in Assessment Centres, she gained wide experience as a Trainer, Coach and Mentor. Leena is known for her sense of humour, her ability to cope with demanding and difficult situations and her practical common sense.



Peter Lancaster

Peter is highly qualified in Oceanography, Meteorology and Climatology, a background that makes him "highly ineligible" for working at Belbin. In spite of that unlikely background Peter has been found "highly suitable" for his leading role in technical developments and for the advice and help he readily gives to clients who run into any sort of technical difficulty. Peter has been with us for 10 years and has taken part in many training workshops for companies.

Deborah McGovern

Deborah has an in-depth background as a consultant in human resources, recruitment and change management, as well as having been head of HR for an IT company. She combines a strong business focus with an empathetic approach. The emphasis of her work has been to increase individual and organisational effectiveness during times of change.



TEAMBUILDING WORKSHOP
TEAM ROLE ACCREDITATION COURSE
DELIVERING MORE FROM THE JOB

E-INTERPLACE ADMINISTRATOR TRAINING

Some of our Accredited Clients

BELBIN

Companies

Abbey National
ARM
AstraZeneca
Avon Cosmetics
Barclays Bank
Baxter Healthcare Ltd
BMW
Boeinger Ingelheim
Booker Foods
British Nuclear Group (BNFL)
British Telecom
BUA
Business Link for London
Campbells Grocery Products
Center Parks
Channel 4 Television
Chase Manhattan Bank
Chelsea Building Society
Costa Coffee
Deutsche Asset Management Group Ltd
DHL
Eli Lilly and Company Ltd
Eurostar Group Ltd
Exxon
GAME Stores Group Ltd
GlaxoSmithKline
Hill Samuel Asset Management
Hilton Hotels
HMV
J P Morgan
Janssen-Cilag Ltd
Johnson & Johnson
Kvaerner Construction
Legal & General Assurance Society Ltd
Lloyds TSB Group
Marks & Spencer
Masterfoods/Mars
McDonald's Restaurants Ltd
Network Rail
Nokia
Norwich Union Healthcare
nPower
Nycomed Amersham
Oasis Stores Plc
Perkin-Elmer Optoelectronics
Pfizer
Quintiles
Roche Products

Royal Dutch SIEP
Scottish Hydro Electric
Seimens
Shell Global Solutions
Simons Group
Skanska UK Plc
Skipton Building Society
Sony
Southco. Manufacturing, USA
Specsavers
Swiss Life (UK) plc
The Big Food Group
Transco
Virgin Atlantic
Walt Disney
Whitbread
WorldCom
Wyeth Pharmaceuticals
Yell Ltd

Education

Cranfield School of Management
Hong Kong Institute of Education
Leeds University, Business School
University of Brighton
University of Derby
University of Dundee
University of Gloucestershire
University of Kent
University of Loughborough
University of Nottingham
University of St Andrews
University of Wales
University of Westminster

Consultancies

Accenture
Andersen Consulting
Bowles Development Group
Career Management Consultants
Catalyst Training
Deloitte & Touche
Ernst & Young
European Foundation for Quality Management
KPMG LLP
PriceWaterhouseCoopers

Rossmore Dempsey & Co.
Towers Perrin
Urquhart Partnership

Public Sector

Arts Council of England
Audit Commission
BBC
Centrex
Charities Aid Foundation
Corporation of London
Dartford & Gravesham NHS Trust
Defence Procurement Agency
Department for Culture, Media and Sport
Department for Education & Skills
East Lothian DC
Environment Agency
Foreign & Commonwealth Office
Government Office for the North East
Hartlepool NHS
Kent County Constabulary
London Underground
MoD
Natural Environment Research Council
Northern Constabulary
Nottinghamshire CC
Police IT Organisation
Post Office
RAF
Royal Borough of Windsor & Maidenhead
Royal College of Surgeons, Ireland
Scottish Prison Service
The Home Office
University Hospital of Hartlepool
York Hospitals NHS Trust

International Bodies

British Red Cross
European Commission
The World Bank
United Nations

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