

### Team Roles for a New Decade



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Well – here we are progressing swiftly into another year. What will it bring for us all? After a year of recession, we are all waiting for signs of recovery, but the public sector have not yet implemented their expected cuts. Are we being too presumptuous? Will budgets diminish? Will the focus of our attention, “the successful deployment of individuals at work”, be viewed as an unnecessary luxury? Hopefully not, for whether companies are recruiting or making redundancies, making profits or

losses, they still need to use their human resources to best effect.

At Belbin, we have a three-stage approach. The first is to discover the key behavioural strengths of employees. The second is to increase awareness of the needs of the job, and those of other team members. The third, and most important, is to provide a language with which people can address these differences and preferences. In this way, the right decisions can be made about the allocation of work.

As work adapts to shifting market demands, patterns of work allocation will change too. As time goes by, individuals also develop and mature to meet the new challenges their work presents. A change of functional role and perhaps of team members, can lend significance to repeating the Belbin Self-Perception and Observer profile, in order to ring the changes. It is important for the self-awareness of the individual, and for the manager, to understand how to utilise the best person for the job in a quickly-changing environment.

This perhaps all sounds very flowery. However, the bottom line is that Belbin Team Roles are here for one reason only - and that is to enable people to understand how to behave most effectively in the workplace. Teamwork will become increasingly important in this coming decade. So will Belbin Team Roles.

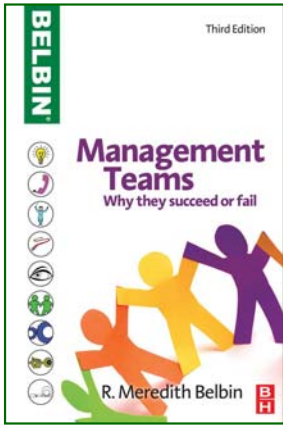
#### Latest Belbin Inventories and Reports

We are working on all aspects of Interplace 7, from inventories to reports. When ready, the new and improved Self-Perception and Observer Inventories will provide more accurate and reliable information from which to determine Belbin Team Role preferences. The new reports will offer more specific, up-to-date advice. We cannot give a “go-live” date for this project yet, but we will keep you informed.



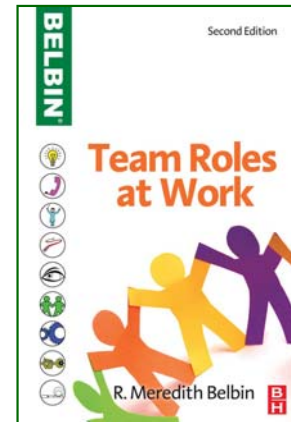


## New Editions of Management Teams and Team Roles at Work



We are delighted to announce that the new editions of these books are now available. Each book is brought up-to-date, with new script from Meredith, and new tables and images. The new editions are also more readable and user-friendly, with point-by-point summaries of each chapter and more pertinent advice for modern times.

If you would like to buy these two books together, we are offering a **special price until the 1<sup>st</sup> April, 2010. Purchase both editions for just £33 (plus P&P), a saving of almost £11!**



Contact [info@belbin.com](mailto:info@belbin.com) or order directly from [www.belbin.com](http://www.belbin.com). Unfortunately we are unable to invoice for books. Payment is by credit card only.

## Belbin Practitioners' workshop/conference 6<sup>th</sup>-7<sup>th</sup> October 2010

Preparations are well underway for our Belbin Practitioners' workshop/conference at the **DoubleTree Hilton Hotel in Cambridge** this autumn. The conference will consist of a series of workshops, run by consultants and practitioners, surrounding the various applications of Belbin Team Roles and reports in the workplace and within organisations. More details will follow in due course. If anyone feels they would like to contribute with a short workshop, please contact Jo Keeler at [jo@belbin.com](mailto:jo@belbin.com) with the topic of your choice and a précis.

### Latest Belbin language - Turkish

We welcome Nesime Acar, Deniz Dinç and Bahar Yaravul as the new Belbin distributors in Turkey. They are translating the materials at a considerable pace, so we hope the Turkish version of e-interplace will be available later this year.

[www.belbin.com](http://www.belbin.com)

## Consultancy, Training and Accreditation



Consultant Tom Robson with Vera Rautert

Vera Rautert was the 6000<sup>th</sup> person to become accredited on our two-day accreditation course this February. Belbin Team Roles accreditation is becoming a recognised benchmark of excellence for those involved in the development of teams and individuals.

Our workshops and consultancy also continue apace. One project last year saw principal consultant Deborah McGovern leading a senior team to resolve a conflict between two of its directors. The CEO

commented that he believed the workshops had contributed significantly towards the organisation's success, with improved relations playing a major part in the company securing new funding.

If you feel that you, or your organisation, would benefit from accreditation, a workshop or consultancy, please contact Jill Cooper at [jill@belbin.com](mailto:jill@belbin.com).

### Come and see us at HRD 2010 - Olympia London, 21<sup>st</sup>-22<sup>nd</sup> April

After two years of the exhibition being located at London ExCel (which we enjoyed!), we are now returning to Olympia! You can find us on stand 620. Further details for the exhibition and conference programme can be found at: [www.cipd.co.uk/cande/hrd](http://www.cipd.co.uk/cande/hrd)

For further updates on all things 'Belbin', you can follow us on:

 [belbinteamroles](#)

 [Belbin Team Roles](#)

 [Belbin Team Roles UK](#)



## Staff news

We are delighted to announce that Debs Stevens, who joined us in October to cover Jo Keeler's maternity leave, is joining us full-time. She will be taking on a marketing role and – as always in our small, close-knit team – wearing many hats. We look forward to Jo's return to the office in March!

