

Andrew  Hughes

*Energise
Engage
Evolve*

TEAM BUILDING

Insightful and motivating
workshops to build and keep
strong, successful teams.

BUILDING STRONG, SUCCESSFUL TEAMS



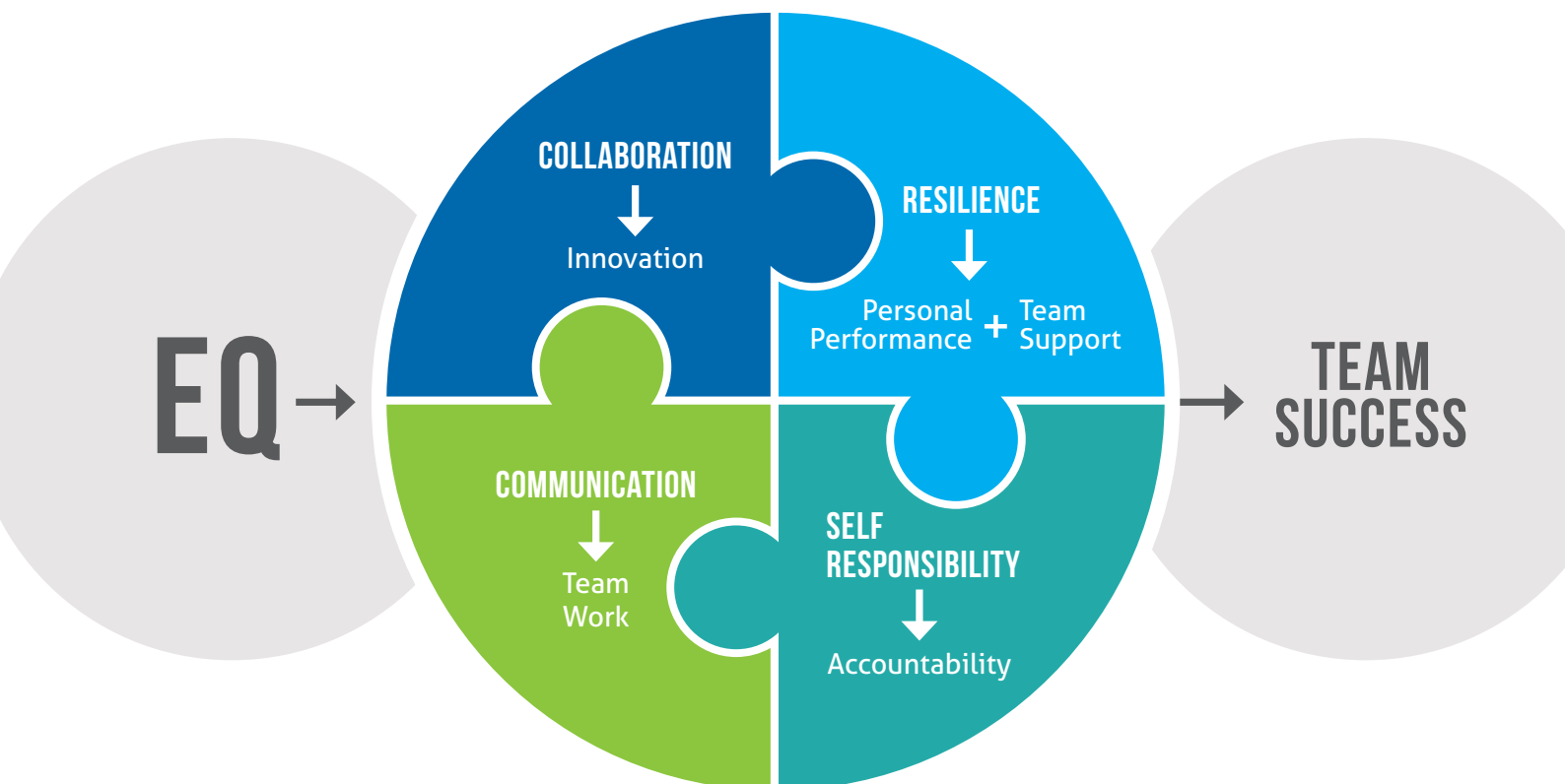
*Coming together
is a beginning.
Keeping together
is progress.
Working together
is success.*

- Henry Ford

Real, informed communication

The most critical success factor for any team is the way in which team members relate to each other. The bottom-line is that the symbiotic relationship between the team members, where each gives and takes from the other, is the critical ingredient for team success.

It's no surprise then that open communication is the secret ingredient of all highly effective teams, and when you engage Andrew Hughes Training to conduct a Team Building workshop, you'll discover how to make that happen. It starts with the team understanding itself and increasing everyone's emotional intelligence (EQ).



WHAT YOU'LL DISCOVER ABOUT YOUR TEAM

You'll begin, perhaps for the first time, to understand the source of and answer to the challenging dynamics and behaviours in your team. You'll be surprised as you watch your colleagues own up to those habits that drive others crazy. You'll find yourself doing the same and realise that, for the most part, you've not really understood others and neither have they understood you. Working together immediately becomes easier as a "tip sheet" or road map reveals itself for communicating with your colleagues. Relationships and team work immediately improve.

Along the way:

- You'll learn how to create and maintain a team ethos that allows your team to thrive
- You'll develop your own list of what's required to capture the enthusiasm and imagination of your team
- Team members will learn how to get the best out of themselves and others, including how to navigate those challenging moments
- Your team will refocus on why they matter, where they're going and whether they're succeeding

Our workshops will also establish rules for working with each other that take into account:

- The importance of social safety
- Why competition and collaboration can't co-exist
- Where teamwork breaks down - the counterproductive effects of reactive behaviours
- Typical work-related triggers for different personality styles and how to manage them
- Rules and behaviours that typically improve relationships, team cohesion, and results
- What matters most and ought be measured to achieve success
- The importance of accountability and agreement to a process



WHAT'S AT THE CORE OF THE CONTENT

Emotional Intelligence (EQ) is the best predictor of success in any field. It's no surprise that people who understand themselves and can control or mitigate their emotional state while also understanding and empathising with others, build the best relationships and get the best results as leaders and team mates.

90% of top performers are high in EQ, 80% of poor performers are low in EQ, and EQ is responsible for 60% of job performance. You do the math.

**- Dr Travis Bradbury,
Emotional
Intelligence 2.0**



Understanding personality changes everything

The tool that provides the most specific and personal insight for EQ development is the Enneagram, a modern personality profiling tool with ancient roots that provides laser like insight into the core of behaviours. Most importantly, the Enneagram provides a road map to escape the frailties of personality and fundamentally improve effectiveness in all areas of interaction.

The Enneagram is much more than a personality typology. It is the most practical and powerful system available for increasing EQ. It illustrates the nine different archetypes of the human personality and offers extremely accurate descriptions of how each style thinks, feels and behaves. It also explains the underlying drives and motivations for these patterns. It's accuracy is uncanny and disarming.

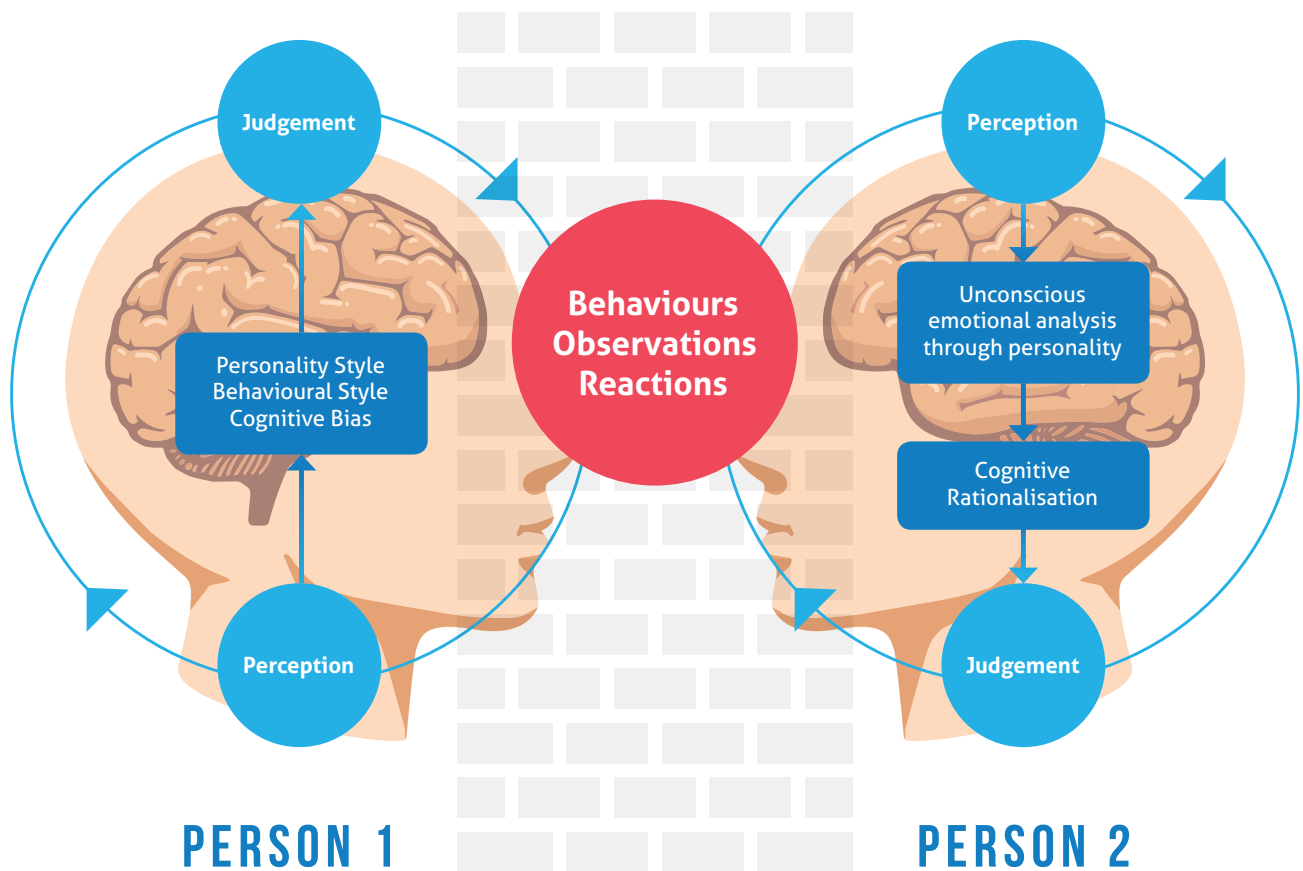
The Enneagram delivers:

- the capacity to understand, accept and manage oneself,
- the capacity to work effectively with a wide variety of people, and
- a common language around which extraordinary relationships and teams can be built.

TEAM FUNDAMENTALS

High performance teams are built on the fundamentals of interdependence and sound team development. Where necessary, our workshop will set the ground work for building a better team by leading the team to:

- Understand the development process that all teams go through, including specific obstacles
- Explore personality preferences for each of the phases of team development and volunteer where and how they can improve the process
- Identify the interdependencies (existing and potential) within the group, including understanding their preferences for team behaviour that arise from their personality style
- Agree to and articulate a common purpose and aligned activity



People "see" what doesn't exist.
Communication and team work
meet a brick wall.

YOUR TEAM WILL IMPROVE... EVERYWHERE

The Enneagram shines a light on the coping strategies of each personality style that get in the way of performance and results. It reveals why and how one behaviour triggers another. Most importantly, it provides the escape ladder from that reactive dance. It provides insight and strategies for development in all areas where people are involved.

Communication ✓

Team development ✓

Getting results ✓

Building relationships ✓

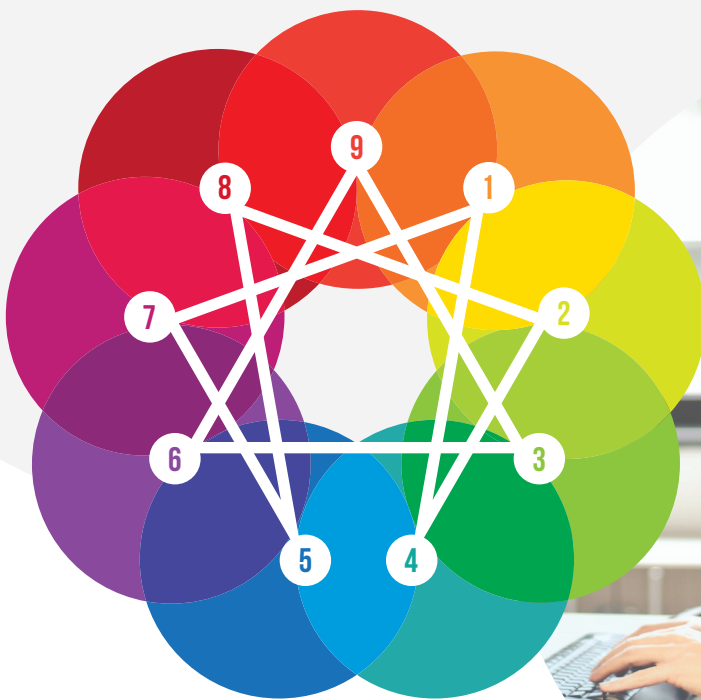
Dealing with conflict ✓

Leading teams ✓

Collaboration ✓

Championing change ✓

Self-mastery ✓



A ROAD MAP TO IMPROVE

The Enneagram also provides specific development and paths and activities tailored to each personality style, so that development time is spent more effectively, and results are clear and long lasting.

Understanding one's specific triggers and patterns combined with tools to address them at their source results in a softening of the abrasive or frustrating 'edge' of their behaviour. What changes will vary between personality types, but what is universal is the 'rounding' of personality and improvement in relationships and communication.

FEEDBACK FROM JUST ONE WORKSHOP HELD IN CANBERRA, APRIL 2018



I loved it. I was completely alert for the entire day. I discovered so much about my colleagues within this department and learnt a lot about myself as well. I have learnt that everyone has a different type and every type has negatives and positives but no type is perfect. I would definitely attend another course run by Andrew Hughes.



Understanding the different types of personalities and how they can impact on our own behaviour is vital to understanding and building personal relationships inside and outside work. I didn't realise my way of communicating can have a major impact on someone who is a very different personality type to me. I have already taken the folder home and had my family go through the steps to strengthen our own relationships.

For more details on how a team building workshop could transform your team and its results, please contact Andrew.



Andrew encourages you to take a fresh look at yourself and how to keep performing at your best. The workshop was a reminder of how differently I may see things compared to others. I thought the entire session was very interesting and I will definitely refer to what I've learned when I'm back at my desk. Thanks to Andrew for the energy and insight he brought to the group.





I now know I'm a seven (Enneagram type 7) and focus on joy and optimism and this has helped me enormously. I have gained a new appreciation of what it takes to be an influential leader, how important self-awareness is and how to bring out the best in yourself and your team. Personalities play a big part, as do the culture and values within an organisation. Thank you for a great day. It was informative, interesting and invaluable.

- Assistant Director

ABOUT ANDREW

Andrew has been coaching on a professional basis since 2008, drawing on his experience as an executive in high pressure environments and building his coaching skill over the last decade through many coaching, personal development and leadership programs and certifications.

Andrew's core expertise is in the patterns of human behaviour, interaction and assisting clients to uncover their path to emotional balance and power. As a Clinical Practitioner of NLP working with a range of emotional, mental and professional issues, Andrew has a refined understanding of human behaviour, including key motivators and negative triggers. Combining this with his firsthand experience of leadership in large and small organisations, Andrew incorporates cutting-edge accelerated change techniques that utilise the latest discoveries in neuroscience and human behaviour.

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Since attending your team building course 6 months ago and applying the ideas we learnt, our team performance has gone ahead in leaps and bounds. We've developed a winning culture in a high pressure environment, and staff who have been around for years are telling us things have never been better! Our people enjoy coming to work, their attitudes have changed and their results speak for themselves, such that our bosses are noticing and letting us know we are doing a great job. All of this while we're having more fun and helping our team members to succeed. We love it.

Thank you so much Andrew, your course was certainly worth it and we can't wait for more training with you.

- Rudi Rajic and Rachel Wright