

# Teamwork Case Study

## The Situation

### Re-organisation - again!

Project administrators and coordinators in this training department, part of a large financial institution, felt apprehensive when a new team manager and new reporting structures were announced.

In general, though, they responded with a "just get on with the old job" approach. They already knew each other and their new team manager, and had been working side by side for at least 2 years - but usually assigned to specific project managers and projects.

## Organisational Needs

### Where to focus?

They needed to look at how they were working together, both as individuals and as a team. This would be the important first step towards understanding and responding to the needs of their stakeholders and clients.

To keep up with future change, they would also need to start assigning work within their team differently.

They also needed to sell their potential contribution, as well as the services they could offer, to new stakeholders and clients.

## The Team Building Programme

### How to go about it?

The Team Building Programme took the format of a one-day facilitated workshop, designed to help the team focus on the context in which they would have to operate, and the requirements of their clients and stakeholders, as well as their own needs.

As team members were already familiar with their own [MBTI®](#) profiles, we used these to underpin a day that had a strong focus on open and honest communication and support, within the context of identifying and understanding business and customer needs.

## The Results

### What was achieved?

# Case Study Teamwork Answers

**Anthony S. Fauci**



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