

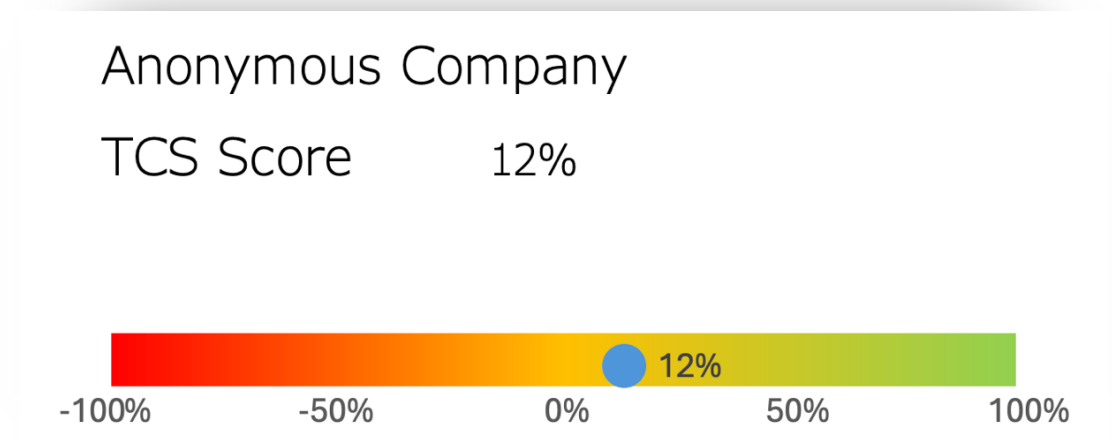
9 CUBE

A short introduction to the

TEAM COHESION SCORE (TCS)

Why a Team Cohesion Score ?

- Evaluation of a team cohesion level (monitored over time)
- Identify the main reasons behind the score ("why?" as 2nd question)
- Validate perception of team cohesion in a company by a manager
- Uncover teams that can be role models or challenges / issues
- KPI correlated to trust, loyalty, accountability, motivation, engagement, performances and many others



Sources: Lencioni, Lapid-Bogda, Senn & Art, John Wiley & Sons, Bruce Tuckman, Reichheld (Bain&Co)

How to measure the TCS?

One simple rating question (follow by an open field question); anonymous.
One minute to complete; no impact on employee workload.

To what extent are you in tune with your team ?



$$\mathbf{TCS} = \% \text{ Harmonious} - \% \text{ Dissonant}$$

Results

How to interpret and take actions based on the results of a TCS survey wave ? (examples)

-100 % < -50 %	-50 % > 0 %	0 % > 50 %	50 % > 100 %
Failing	At Risk	Dormant	Performing
<ul style="list-style-type: none">○ Take strong decisions, accept to let go people○ Build back the team from the ground up○ Consciousness level of negative consequences	<ul style="list-style-type: none">○ Build or re-build trust○ Work on a strong shared vision	<ul style="list-style-type: none">○ Shape team cohesion to go further○ Watch out to mistakes○ Follow up closely motivation level	<ul style="list-style-type: none">○ Maintain team culture and collaboration style○ Reinforce main assets and teams' strengths○ Use as best practice



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Fostering Team
Cohesion in
Organisations

Teams

Look in the same direction
Work together in harmony
Face danger as one
Co-create their future

Founding Partners

business people servicing business people



Catherine

Yin

Mathematical Thinking

Enneagram, MBTI, Coaching Certifications

Petrochemical industry Coming from

Multinational corporation Experience in

Material Science Civil Engineering Studied



David

Yang

Literary

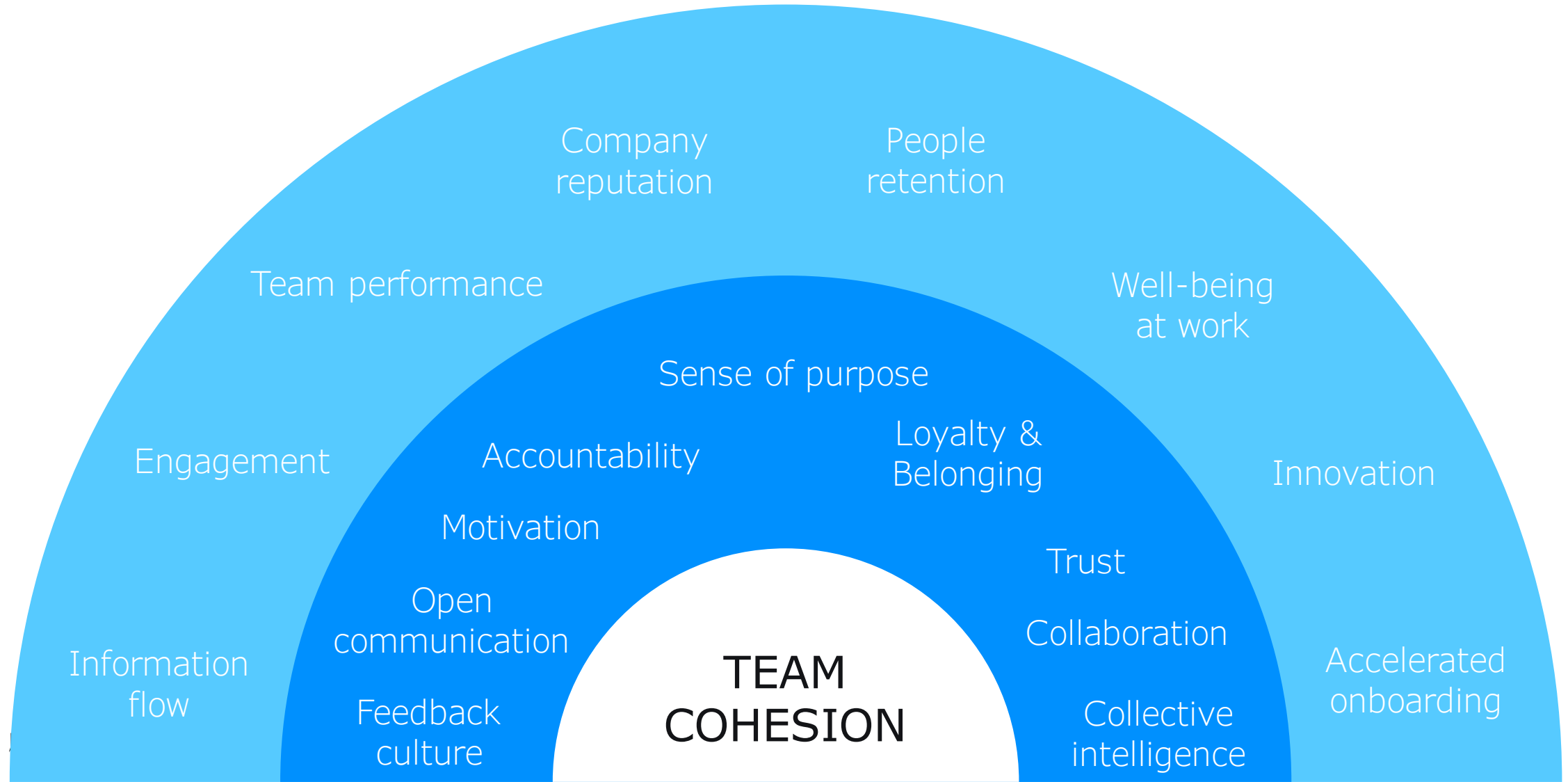
Enneagram, MBTI, Change Mgt

Digital industry

Entrepreneurship & Start-ups

Applied Communications & EMBA

Why Team Cohesion?



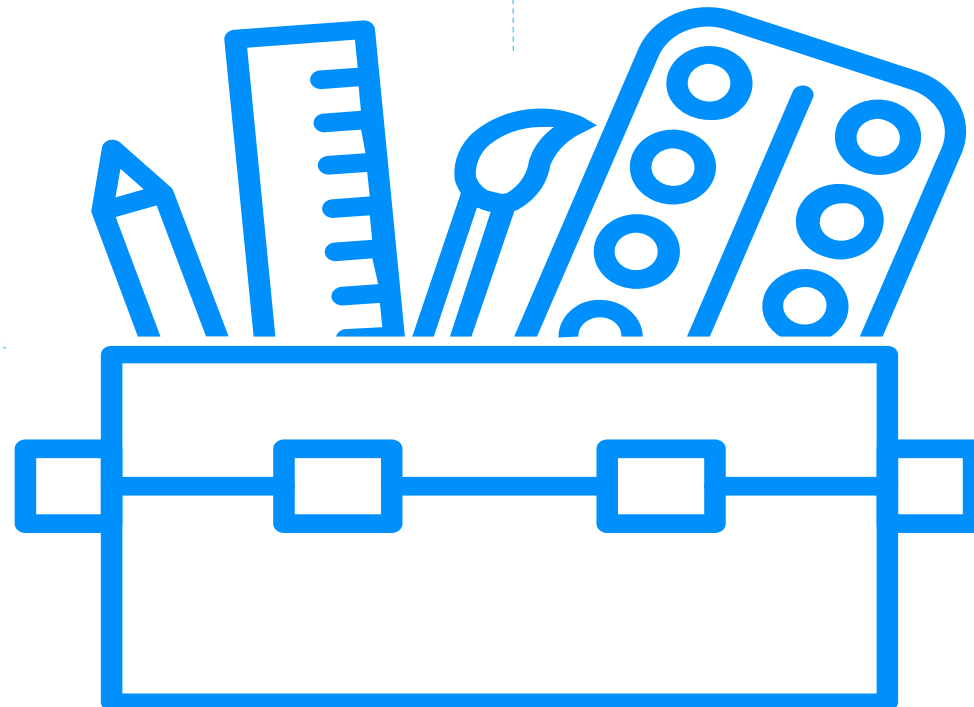
Our toolbox

Trainings

- For Leaders
- For Team Leaders
- For Teams
- Integration Programs
- Learn @ Work

Personality Models

Enneagram & MBTI



Tools

- Enneract® Team Map
- Team Cohesion Score
- Assessment Tool
- Enneatype of Your Organisation

Training and Coaching

Conferences	9 Keys	Team Tools	Team Cohesion	Cultural Change
Flexible Audience	For Executives	For Team Leaders	For Teams	For Teams or Organizations
1-2 h	½ day	1 day	2 days	6-9 x ½ day
-	-	Team map	Team map	Team map
Education	Leadership	Team Management	Team Cohesion	Cultural transformation

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