

Real Estate Private Equity Fund Client: Aligning a team before entering a high-growth/high-change phase



In our assessments, we:

Discover →

Recognising and maximizing differences within teams is key to unleashing their collective potential and so ensuring their high performance. Ayla had recently joined our client as Head of Transactions and wanted to develop her understanding of her new team's individual differences and preferred style. In turn, Ayla wanted to help her team to understand each other more deeply with a view to maximizing their combined effectiveness, as they headed into a period of change & high growth. In order to achieve this, our first step was to ask Ayla and her team of 12 to complete the Lumina Spark psychometric. From this we could analyse their individual & collective profiles, and understand their strengths & watchouts, before defining a targeted workshop.

Define →

In collaboration with our client to ensure that we hit the exact notes, our workshop aimed to help Ayla's team:

- Gain a greater understanding of each other at a deeper level – their strengths & collective watchouts
- Better understand how to work with psychological opposites
- Understand how each member views and deals with change
- Support each other to move through change together and as a high performing team by recognising what they have and of what they need more
- Take on some practical advice for enhancing communication within the team
- Increase their own self-awareness & appreciation of diversity

Deliver

The workshop was fun and engaging, and all participants felt that it was a valuable experience in helping them gather self-awareness and psychological insights about themselves and their team-mates. From a leadership perspective, Ayla reported that, *"We've gained real insight into our team makeup and clear direction for us going forward. As our team grows, we've been provided with the tools to better understand our own characters, as well as those of our colleagues. We came away from the workshop feeling even more energized and focussed on delivering our deals in a collaborative and efficient manner!"*

