



Facet5 TeamScape

Hampshire Fire & Rescue - a world class team

t-three Consulting

BACKGROUND

Hampshire Fire and Rescue is the largest service of its kind in the UK. As a matter of course, it responds to a range of emergencies, far greater than originally envisaged, and on an ever increasing scale. With a strong desire to give professional help, it protects an area of over 3,885 square kilometres with a population of over 1.6 million people.

Hampshire Fire and Rescue Service employs almost 1800 people, of which 1500 are uniformed staff. The remainder are non-uniformed support staff who are vital to the efficiency and effectiveness of the organisation. To be fully effective it needs to have a committed, energetic and healthy workforce, which means that its people are critical to its success.

Hampshire Fire and Rescue Service called upon the expertise of our consultancy partner, t-three, to develop one of their already high-performing teams into a world class team.

TOOLS AND APPROACH

For this project, t-three chose Facet5 TeamScape. Facet5 is one of the most modern and advanced personality measures available, and can be used for team development and integration.

Facet5 was then administered to a team of 8 individuals at Hampshire Fire and Rescue Service. The aim was to develop and improve existing team work. Each team member subsequently received feedback on his/her individual Facet5 profile base.

The next stage of the project saw the team members guess each other's profile, factor-by-factor, to give evidence as to why they thought that would be the case. The five factors involved in Facet5 are:

- Will (determination, confrontation, independence)
- Energy (vitality, sociability, adaptability)

- Affection (altruism, support, trust)
- Control (discipline, responsibility)
- Emotionality (anxiety, apprehension), which interacts with the other four
- affecting stability, confidence, emotional state

At the end of the session, each team member stated what his/her actual score was on each of the five factors. This exercise helped the team to recognise the assumptions that they had been making about each other for many years. These assumptions, which could be faulty, often see people confusing the requirements of the job with their natural preferences, causing them to behave in a particular way.

t-three introduced the TeamScape module within Facet5 in order to compare individual reports. TeamScape gives a powerful visual image of a team's work style and how individuals go about resolving differences. With specialised graphics, TeamScape clearly shows how a person sees themselves and their impact this has on others.

OUTCOME

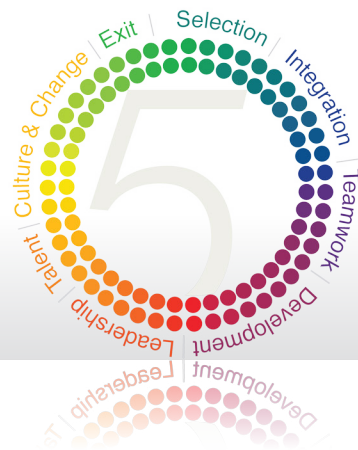
The project enabled Hampshire Fire and Rescue to gain a better understanding of each other's preferences and behaviours. They were also able to identify their individual strengths and risks based on their Facet5 profile. Furthermore, they were able to identify necessary action to be taken, in order to reach full potential.

Having carried out several follow-up sessions since the completion of the project, Jennifer Shipside, Consultant at t-three, has commented on the outcome, saying:

"The project has been a real success, and this is now the best team in the world!"



Power of Personality
Realise the potential of your business



Facet5 TeamScape

TeamScape is a process that uses Facet5 Personality Profiles combined together for team development purposes. It demonstrates team dynamics powerfully and succinctly. It clearly shows the culture of the team, how relationships are likely to work, and how the work will be managed and delivered.

TeamScape in your Organisation

People rarely work in isolation, often engaging with other people: colleagues, stakeholders and customers in order to deliver successful outcomes. To achieve success, individuals benefit from an understanding of their own behavioural style – and how this might impact others – as well as the behaviour of those with whom they work. Knowing how to leverage different behavioural styles, for delivering complex work projects, resolving conflict, engaging stakeholders and managing stress helps to deliver outcomes more effectively.

TeamScape Model

Facet5 TeamScape is based on a unique work cycle model. Using this model, TeamScape highlights how individuals will naturally prefer to organise their work, manage conflict and respond to stress and pressure.

The model consists of four phases:

- Generating Ideas (Possibilities vs Practicalities)
- Evaluation (Evolution vs Revolution)
- Decision making (Deciding vs Reflecting)
- Implementation (Doing vs Understanding)

TeamScape Process

The TeamScape process begins with each participant completing a Facet5 Personality Profile. The participants data is quickly aggregated into a TeamScape project, allowing for greater analysis, rich presentation and engaging TeamScape workshop.

TeamScape also provides the unique ability to gather 360 feedback to greatly add to the effectiveness of any team's development. This external view, over and above that inferred by Facet5, provides participants with evidence of how their behaviours present in a work context.

TeamScape enables organisations when:

- Forming new or reforming teams
- Supporting teams through change
- Integrating new team members
- Forming coalitions across business areas
- Strengthening team performance
- Strengthening individual relationships and understanding
- Working through issues or barriers to team performance
- Identifying the culture of the team and its strengths.

Key Features and Benefits:

- Based on Facet5, a leading personality measure which accurately describes expected behaviours
- A comprehensive range of data sets focused on improving understanding and team performance
- Extensive on-line resources, designed to support any team based intervention, including workshop outlines and exercises
- Web-based data collection for use all over the world
- Facet5 Personality Profile can be taken in 30 different languages, with TeamScape output in 17 different languages
- Results available in real time, for download and use, quickly and effectively
- On-line resources build facilitator capability quickly and powerfully
- Individual, easy-to-read TeamScape report shows each members profile and preferences relative to the whole group

To get started with TeamScape please contact:
Click here for your local partner, or
Email info@facet5.com
For more information on Facet5 visit www.facet5.com