

# team dialogue | indicator

Great conversations power great teams

## Do you find yourself doing more and more team coaching?

If so, you will know that one of the most critical indicators of team effectiveness is how well the team 'talks'. You will also know that it is notoriously difficult to get a grip on what happens behind closed doors when a team meets.

Developed in association with Ashridge Business School, the Team Dialogue Indicator™ is a unique diagnostic tool that invites teams to come together to collectively reflect on the quality of their conversations. It specifically focuses on a teams' conversational habits and behaviours and acts as a first step to identifying improvements.

## The Team Dialogue Indicator™ - diagnose, discuss & develop

Based on established theories of dialogue, the indicator diagnoses a team's dialogue patterns, encourages open discussion and then supports sustainable development. This is achieved through six dimensions. . .

### Core Dimensions. . .

#### 1. Voicing

How comfortable are team members to express opinions and to challenge each other?

#### 2. Inquiry

How keen are they to understand the views of others?

#### 3. Productivity

How useful and productive are conversations?



### Influencing Dimensions. . .

#### 4. Power

What is the role of power and hierarchy in typical conversation?

#### 5. Structure

How tight and focused are typical conversations? How much scope is there for flexibility?

#### 6. Attentiveness

How attentive and present are people in conversations?

The accreditation is an exclusive opportunity to become accredited to use the diagnostic tool. In doing so, you will join a global community of accredited users within organisations such as:



The model is taught as part of the renowned Team Coaching program at Georgetown University in Washington DC and also as part of the National College of Policing's Strategic Command Course (the most senior development program for Police Officers in the UK).



## A taster of what to expect

### Ahead of the accreditation

Ideally we ask that you select a team (a real team you currently or plan to work with) and ask them to complete the diagnostic questionnaire (free of charge). You will have the opportunity to interpret and work with the data during the accreditation.

### The two-day accreditation

Over the course of the two days you will explore and discuss. . .

- The history of organisational dialogue and the theories that underpin it.
- The introduction to the diagnostic – the six attributes of ‘Team Dialogue’.
- How to interpret a Team Dialogue Indicator™ report.
- Best practice around designing and facilitating a team debrief session.
- The practicalities of setting-up and administering a diagnostic.
- You will have the opportunity to practice running the debrief session - using the data you have collected in advance.
- The potential follow-up activities you can run with a team to further embed new behaviour.

### Following the accreditation you will have access to. . .

- One free diagnostic questionnaire (must be used within two months of completing the accreditation).
- Ongoing telephone and email support.
- Comprehensive promotional materials to help you to introduce the diagnostic tool to interested teams.
- The Team Dialogue Indicator™ accredited user club (previously known as the TCND Licensee Club), entitling you to case studies, product updates and an interactive forum to network with other accredited users.

## Meet the team

The accreditation will be delivered by our team of Team Dialogue Indicator™ trainers.



Dik Veenman



Tracy Arnold



John Higgins

### Is this accreditation for you?

This course is designed for those who have. . .

- Experience of working with senior teams.
- Well-developed facilitation skills.
- The ability to spot team dynamics issues and to handle these sensitively.
- An interest in dialogue - specifically how individuals and teams communicate with one another.

### Accreditation dates, venue & pricing

**Dates:** 20th & 21st September 2017

**Venue:** 30 Euston Square, London, NW1 2FB

**Cost:** £1,495(+VAT)

**If you would like to find out more about the accreditation please get in touch at [sayhello@t-three.com](mailto:sayhello@t-three.com) or on 01954 710780.**

For more information and to book a place email [dik@therightconversation.co.uk](mailto:dik@therightconversation.co.uk)

