

CONSULTING SERVICES

WORK GROUP ASSESSMENT



Work Group Assessment

The Work Group Assessment consulting service works with organizations in assessing and dealing with dysfunctional workgroups resulting from problematic behaviours, poor communications and hostile environments. The Work Group Assessment team digs deep into the dynamics of the work group to help identify root cause issues, provide recommendations and assist with implementing the recommendations through a structured methodology.

Our Strategic Approach

ProActive's Work Group Assessment process is not designed to be a fact-finding exercise or as a mechanism for apportioning blame for past incidents or current challenges. Rather, the focus of the process is on assessing the culture by identifying the shared perceptions held by people in the team and determining how to best address those perceptions. Addressing those perceptions is done as part of an overall set of recommendations that will support strategic management and decision making.

Our Methodology

The Work Group Assessment service follows a structured approach to understanding and capturing the issues and dynamics of the group.

Researching the Problem

We begin by collecting qualitative data from within the team and from other available sources, depending on the extent and range of the impacts.

The data will typically be captured through a review of relevant documents, reports, written surveys and individual interviews. The data will then help us identify the dominant perceptions concerning the state of your organizational culture, the team culture and issues affecting the culture.

Analyzing the Problem

Utilizing the data collected, we will assess the culture of the organization or work group with our primary emphasis being on identifying the critical perceptions that prevent the work group from cooperating and working effectively as a team.

Presenting the Findings

Upon completion of the data analysis and assessment, we will then present, in non-technical terms, a verbal and written report on the findings and recommendations.

About ProActive ReSolutions

As pioneers and leaders in building and maintaining high performing teams, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple sectors since 2000.

ProActive's consulting and training solutions are structured around standardised, evidence-based research. Our integrated solutions philosophy allows us to customize our consulting and training solutions to suit your specific needs.

