

# LIFT TOOLS FOR LEADERS

HELPING YOU BE THE LEADER EVERYONE WANTS TO WORK WITH.

*Courage | Connection | Agility*



## Want to consistently make good decisions and ask good questions?

Find out how Belbin profiling helps you do both so you can lead and manage your team effectively, insightfully – in diverse and demanding situations!

*As a manager, you are expected to make decisions. As a leader you are expected to ask good questions.*

It often feels like you have to do both all the time and know all the answers too.

Yet you are one person albeit skilled and experienced, you have natural preferences, views, strengths that may lift or limit your ability to make good decisions and ask good questions in any given situation.

- **Q.** So how do great managers and inspiring leaders connect their abilities with those in their team to ensure they do make good decisions and ask great questions?
- **A.** They know themselves **and** their team. They have insight!

*Not the type of awareness and understanding you get from sitting on a mountain. I'm talking about the profiling kind! Quick, effective and often profound.*

If you use the language of Belbin Team Preferred Roles, you can better understand your strengths, how to contribute these every day and recognise your weaknesses too. Ironically, it is our weaknesses that are the key to our success. Every manager or leader I've ever coached, who understood their weaknesses (had the courage to speak about their



weaknesses and how they manage them) not only thrived but established stronger relationships with their team. I know it's counterintuitive but trust me – it works!

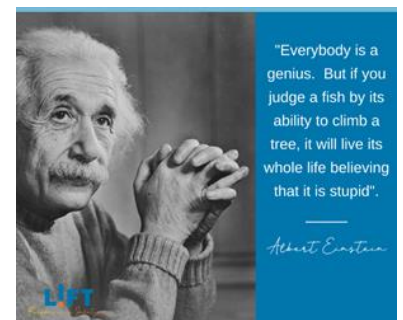
Completing the Belbin profiles with your team and now you not only know your own profile but everyone else's too. LIFT's innovative learning model balances; thinking, doing, feeling. Bringing together individual debriefs and team workshops to achieve sustainable team change. Including Belbin theory to think about together, interactive activities to do together and profile sharing to feel our understanding of each other's differences positively increasing together.

This format delivers to you and every team member; practical understanding and application of the diverse Belbin profiles in your team in the real context of your daily communication, information sharing/project management and development of courage, connection and agile team behaviours.

As a manager or leader this Belbin profiling knowledge takes away the guess work. You will consistently make good decisions about who naturally works best in what type of situation and how best do they contribute to a project, the team, the organisation. Even better Belbin profiling knowledge will help you confidently know how to start a conversation with each of your team members and ask good questions, especially in a conflict situation.

And there's more...Belbin can help you recruit a stronger more resilient and diversely talented team, identify why working pairs do or don't thrive, clarify how to delegate responsibilities/contributions that match strengths, how to develop latent skill sets in all individuals and how to run more effective meetings.

Belbin profiling is not designed to put you or your team members in a box - just the opposite. Belbin helps you break free of any limitations, so you can think, work and play outside of any box. Being agile, together as one high performing united diverse team!



*For more resources, visit [www.liftps.com/resources](http://www.liftps.com/resources)*

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