

Leading University drives success through teamwork

A Professor at a leading UK University hospital empowers their team to unite and reach their goals.



Making you a Hero

"I can feel the difference in the team, which has already resulted in a proven productivity increase of over 60%. We are now going from strength to strength!"

Professor of a leading university hospital in the UK

The challenge

This newly merged team needed to understand each other's roles and work together towards a common goal. Also, the team needed to be more productive and commercially aware and find out what was holding them back.

The solution

The Amplified Group initially worked with the team lead to define measurable results. Guidance was then delivered to the extended team over a six-month period. Including assessments, two days of workshops and follow up coaching. Everything DISC® and the Five Behaviors of a Cohesive team™ methodologies were applied to the team's challenges, with a laser focus on the agreed measurable results.

Results

TEAM

Improved collaboration and **INCREASED PRODUCTIVITY**
A mutual understanding and focus on team goals with clarity on roles and responsibilities

100%

The backlog identified went from a concerning unknown quantity, to **SCOPED AND CLEARED**

60%

In excess of 60% **INCREASE** in invoicing

80%

Reliant on research funding, this team became more independent and were able move from 20% to 80% **SELF-FUNDED** - in just six months



Their purpose

To become the leading team in the UK for support of research on human tissue, ultimately accelerating medical research.

The initial objective

To provide the framework for the team to unite; identify and remove the barriers that were holding the team back; Enable the team to be independently focused and self funded.

The challenge

To move forward and reach their goals, this newly merged team of 15 needed to:

- unite and ‘work together as one team, towards a common purpose’
- understand each other’s roles and how they could improve performance challenges linked to prioritisation as a team
- connect emotionally behind the new vision of becoming ‘more commercially aware’
- address the unspoken ‘elephant in the room’ which was holding the whole team back.

What we did

Working with the professor to understand the challenges and measurable outcomes, we delivered activities in three areas:

1. Individual assessments – understanding personality strengths and weakness
2. Workshops – applying the Five Behaviors of a Team™ methodology to drive agreed outcomes
3. Coaching – interim coaching sessions for key team members

Prior to the first working session we ran individual DISC© assessments for each member of the team. This helped us establish personality types and how to best approach them. Following the briefing from the team leader, we prepared a custom activity workshop, ensuring our conversations would be relevant and achieve the goals agreed.

We explained how understanding your own and each other’s personality types will help the team work more effectively. We kicked off the first workshop by introducing the group to the Five Behaviors of a Team™ methodology. Taking the team through exercises to build trust, how to use conflict productively, to understand the difference between commitment v consensus, and how accountability amongst peers is essential, ultimately allowing the team to achieve collective results.

Throughout highlighting the importance of working more effectively as a team, to demonstrate this to their researchers, key stakeholders and other external groups.

Uniting the Team

Using the Five Behaviors of a Team™ model, at the first workshop we helped the team identify, understand, and put into practice;

- Their purpose as a team
- Their rules of engagement
- Their core values
- Their priority challenge, described as the ‘Rally Cry’ which is the single most important thing the team need to focus on

Progress review

The second workshop reinforced the methodology of the Five Behaviors model to be intrinsic to how the team worked together daily;

- We celebrated that they had achieved their ‘Rally Cry’
- We identified areas for increased efficiency, allowing for growth opportunity.
- We clarified who is responsible for what and priority areas for each
- We established that all team members recognised the importance of acting commercially

Impact

“Before we worked with the Amplified Group we were working in ‘artificial harmony’, I was surprised to see how much impact they had in such a short time”

Professor university hospital

Aligning the team

- Ways of working changed and the gaps we had identified started to be closed, with collaboration improving across the business.
- Open, honest and sometimes difficult conversations were shared and now happen when appropriate within the team.

Removing the ‘elephant in the room’

- Eliminating the backlog built up for a long period was achieved through a collective effort. Ultimately uniting the team in a sense of mutual achievement and freeing up the team to work on new focus areas.

Proven productivity increased in excess of 60%

- Gaining clarity of who does what, enabled the team to respond to customers more quickly and to take on more projects, resulting in increased self-funding
- Productivity has increased by over 60%, the proof of this is the increase of their invoicing over a six-month period.

RECOGNISING AND EMBRACING EXTERNAL HELP IS A DEMONSTRATION OF THIS LEADER’S STRENGTH. BECOMING THE HERO AND LEADING BY EXAMPLE AND EMPOWERING THEIR TEAM TO ACHIEVE, MADE THIS A TRUE SUCCESS STORY.



Transforming Talented Individuals into EXTRAORDINARY TEAMS

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