



# Team Development Solutions

In today's complex work environment, individual talent is not enough to succeed. Team performance is equally critical. Harrison's Team and Organizational Development Assessments allow you to assess key talent functions by manager, department or the entire organization. Individual SmartQuestionnaire data is collated across groups providing actionable insights into succession planning, building effective teams, creating an engaged culture, developing behavioural competencies, and retaining top talent.

## Team Paradox Analysis

Harrison Assessment's Paradox Theory reveals team dynamics in a way that has never before been possible, enabling individual team members to understand how their own behaviours contribute to or obstruct team objectives. Reports provide a step-by-step plan in which each team member can make adjustments to improve team performance.

The Harrison's Team Paradox Analysis provides a dynamic team building tool to:

- Create effective interactions to enhance team performance
- Discover the strengths and challenges of a team including team decision-making potential
- Identify the best roles for team members
- Assess the potential and causes for cooperation or conflict
- Establish clear guidelines and processes for effective interactions
- Reveal blind-spots that may undermine performance



