



BELBIN Team Roles



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Does your team have a balanced mix of BELBIN'S roles?

Thinking Roles



Plant



Monitor Evaluator



Specialist

Action Roles



Shaper



Implementer



Completer Finisher

People Roles



Coordinator



Team Worker



Resource Investigator

BELBIN TEAM ROLES

What are the 9 BELBIN Roles?

The Implementer

Main Contribution

- Practical
- Reliable
- Efficient
- Turns ideas into actions
- Organizes work that needs to be done.

Allowable Weaknesses

- Somewhat inflexible.
- Slow to respond to new possibilities.



The Co-Ordinator

Main Contribution

- Mature
- Confident
- Identifies talent
- Clarifies goals
- Delegates effectively

Allowable Weaknesses

- Low Creativity
- A strong process focus - may not be as clear on output.



The Shaper

Main Contribution

- Challenging
- Dynamic
- Thrives on pressure
- Has the drive and courage to overcome obstacles.

Allowable Weaknesses

- Can be blunt and impatient with other team members.
- May be easily irritated.



The Plant

Main Contribution

- Creative
- Imaginative
- Free-thinking.
- Generates ideas and solves difficult problems.

Allowable Weaknesses

- Can seem to be 'in the clouds'
- Can focus on concepts to the detriment of practicality.



The Resource Investigator

Main Contribution

- Outgoing
- Enthusiastic
- Communicative.
- Explores opportunities & develops contacts.

Allowable Weaknesses

- Over-optimistic.
- Loses interest once initial enthusiasm has passed.



The Monitor Evaluator

Main Contribution

- Sober
- Strategic
- Discerning.
- Sees all options & judges accurately.

Allowable Weaknesses

- Lacks drive and ability to inspire others.
- Can be overly critical.



The Team Worker

Main Contribution

- Co-operative
- Perceptive
- Diplomatic.
- Listens and averts friction.

Allowable Weaknesses

- Indecisive in crunch situations.
- Avoids confrontation.



The Completer Finisher

Main Contribution

- Painstaking
- Conscientious
- Anxious.
- Searches out errors.
- Polishes and perfects.

Allowable Weaknesses

- Inclined to worry unduly.
- Reluctant to delegate.





The Specialist

Main Contribution

- Single-minded
- Self-starting
- Dedicated.
- Provides knowledge & skills in rare supply.

Allowable Weaknesses

- Contributes only on a narrow front.
- Dwells on technicalities.

Why Use BELBIN?

BELBIN Team Roles are used to identify behavioral strengths and weaknesses in the workplace. Whether developing people, resolving conflict or fine-tuning high performance, BELBIN provides the language to ensure that individuals and teams communicate and work together with greater understanding.

By understanding the roles in your team you'll be able to:

- Identify why you prefer to do certain activities in teams and dislike others.
- Establish whether other members of your team have the same experience and feelings about roles.
- Be able to recruit a mix of team members for specific kinds of projects and tasks.

In Management Training BELBIN can:

- Help managers make the transformation from being effective process managers to becoming outstanding people managers.
- Give managers a language to describe how they interact and interrelate with others. With the self-insight and understanding of their own strengths and weaknesses, a manager is well-equipped to help others maximize their own potential.
- Enable managers to put together their own great teams.

Outcomes of the training.

Training with BELBIN Team Roles will improve:

- Self-awareness.
- Team balance and agility.
- Emotional and social intelligence.
- Certainty in recruitment.
- People management.
- Staff retention.
- Team communication.
- Leadership.
- Operational productivity and efficiency.
- Workplace morale.

Benefits of the BELBIN Team Role training:

- 1- Help individuals discover their strengths.
- 2- Ensure that job roles and strengths are aligned.
- 3- Recognize and use others' strengths to best advantage.
- 4- Complementary relationships can also be engaging.
- 5- Help teams to understand and consider strengths when assigning team projects.
- 6- Incorporate strengths into performance reviews and goals.
- 7- Incorporate strengths into performance conversations and reviews, and help employees set goals based on their strengths.
- 8- Foster a culture which promotes strengths.

Training Format

A BELBIN workshop involves an online self-perception test as well the option of including 360- degree feedback from observers or colleagues to build your profile. Then you will get your personal result during the training that will give you the knowledge and understanding about how different profiles work within the greater team dynamic and how to assemble the most effective team for your needs, and how you can yourself and your contribution in the team. We can also provide ongoing support, coaching and implementation programs to ensure you receive maximum benefit from the BELBIN training.

Training Style

The training is based on active learning techniques including: group work, tests, videos, simulation, role play and games.

Training Modalities

After registration, the participants will have access to the official BELBIN assessment, which evaluates and describes his team role(s). The assessment is divided to 2 parts: self-perception test and a feedback from observers. During the workshop, each participant will receive his results.

Training Certificate

Attendees will receive an international certificate from BELBIN UK & France and a certificate of achievement sealed by the Leadership & Management Academy and the Ministry of Education.

BELBIN Clients



Thank
you!

Contact us

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