



TEAM HEALTH CHECK

Sometimes teams do not function as effectively as they can and there may be unresolved conflict within a team. Left unattended, there is a risk of:

- Increased absenteeism
- High Turnover
- Lower productivity
- Conflict between team members
- Increased stress and mental health issues
- Complaints of bullying or harassment
- Lack of commitment to work

Early intervention, in the form of a team health check or assessment, can highlight the issues, and recommend actions to take. It is also an effective way to address poor management or behaviour, without raising suspicion that there is a specific person under scrutiny.

A Team Health Check can involve:

- Analysis of HR data such as levels of absenteeism, turnover, Workcover complaints, complaints to HR
- Observation of team meetings
- One-on-one confidential interviews of team members and manager
- Analysis of job descriptions and roles
- Analysis of code of conduct/ behaviours and culture

What you can expect:

A written report and presentation of findings to management and/or Human Resources that outlines the findings and recommends actions to take.

Recommendations can include:

- Mediation to resolve conflict between staff members and/or management
- Training for staff in areas such as EEO, bullying, conflict resolution, team work, building resilience
- Clarification of expectations of behaviour/code of conduct
- Changes to job descriptions and increased role clarity.
- Mentoring/coaching for staff or management
- Investigation if there is evidence of bullying or harassment

For more information, contact Jill on 0412 992 882 or jill@openroadconsulting.com.au