

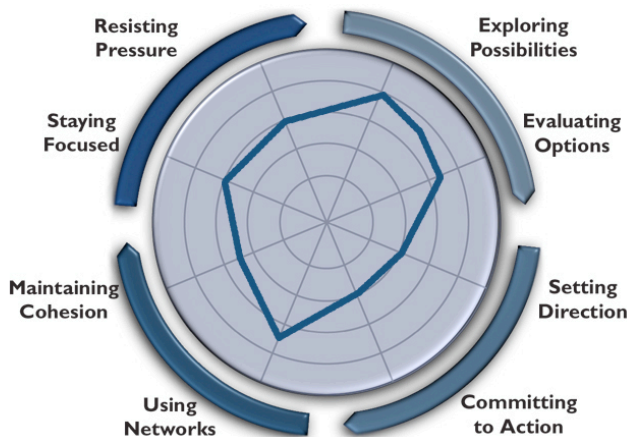
Team Impact Reports

SHL Team Impact Reports are a new set of tools to help companies realize the benefits of high performing teams. The **SHL Team Impact Reports** help managers, supervisors, and HR specialists select, manage, and develop workplace teams and the individuals that form these teams.

Three **SHL Team Impact Reports** are available:

- Team Impact Report (Selection)
- Team Impact Report (Individual Development)
- Team Impact Report (Group Report)

Each report is designed for a specific purpose and offers powerful and practical information for teams, team members, managers, or anyone interested in building high-performing teams in an organization.



Each report is examined in more detail below:

The SHL Team Impact Report (Selection)

You can use this report with line managers, supervisors, or team leaders.

Suitable for: Any team that shares common tasks or projects and needs to work collectively towards the same goals.

The **SHL Team Impact Report (Selection)** is one of the few products on the market specifically for use in team selection and would therefore be a useful addition to your assessment portfolio. It identifies and **describes an individual's strengths and weaknesses in a team setting** and provides a **structured competency-based interview guide** to help an interviewer explore how a candidate might contribute to a team.

This report:

- Helps you to identify effective teams from the outset
- Assists you to select the right blend of individuals that will contribute to better team performance
- Reduces the time required by managers to manage and develop ineffective teams
- Encourages the formation and use of teams throughout the organization.

The SHL Team Impact Report (Individual Development)

You can use this report with team members or anyone who works in a team context.

Suitable for: Any team that shares common tasks or projects and needs to work collectively towards the same goals.

The **SHL Team Impact Report (Individual Development)** helps individuals understand the strengths they bring to a team and areas where development may improve their impact on a team. The report guides individuals towards a balanced set of Team Impacts. The report includes a

section of concrete development recommendations for self-learning to help individuals enhance the Team Impacts flagged as areas for development.

This report:

- Fosters the growth and effectiveness of individuals in a team context
- Ensures peak team performance by directing individual development where it is needed
- Proactively directs individuals to improve delivery or productivity within the team
- Encourages self-sufficiency of individual team members in relation to team management and operation
- Increases overall performance by understanding how to form and maintain a high performing team
- Helps understand how individual strengths can contribute to the team's effectiveness and to the process of delivering results
- Helps understand how individuals and the team work with people vs. tasks.

The SHL Team Impact Report (Group Report)

You can use this report with line managers, supervisors, trainers, team leaders or other individuals involved in team development.

Suitable for: Any team that shares common tasks or projects and needs to work collectively towards the same goals.

The SHL Team Impact Report (Group Report) is designed for use with managers, supervisors, or team leaders. It combines the profiles of all members of a team in a single Team

Impact profile. It identifies which of the eight Team Impacts are strengths, require development, or are sufficiently balanced. The Group Report can be used to determine specific process strength required in the selection of new team members. This report includes an in-depth portfolio of team-based development recommendations and activities from the perspective of the manager, supervisor, or team leader. These recommendations include practical steps that any person responsible for team development can implement.

This report:

- Fosters the growth and effectiveness of teams throughout their lifecycle
- Ensures peak team performance by directing team development where it is needed
- Helps to proactively manage delivery or productivity challenges within the team
- Encourages self-sufficient team management and operation
- Increases overall performance by fostering high performing teams.
- Ensures managers understand how effective a team is at delivering results
- Helps to manage teams more effectively by knowing how each team works with people vs. tasks.

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