



Learning Outcomes

Appreciation of:

- Enhancing self-awareness and personal effectiveness.
- Ensuring managers and organizations have a better understanding of the natural talents of each employee.
- Matching people to specific tasks.
- Selecting and building effective teams.

A team is not a bunch of people with job titles, but a congregation of individuals, each of whom has a role that is understood by other members.

— Meredith Belbin —



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Team Roles

Potential Genesis HR Services LLP has certified Trainer from CERT.



The research of Dr Meredith Belbin, started in the late 1970's.

The research led to the development of the 'Belbin Team Roles', 9 clusters of behaviour that individuals adopt when participating in a team.



Each team should consist of different team roles, depending on the specific goals the team wants to achieve.

A team which has the ideal composition will drive profitability, growth and high performing Organization culture. Individual skill – Team Role compatibility enables talent management.

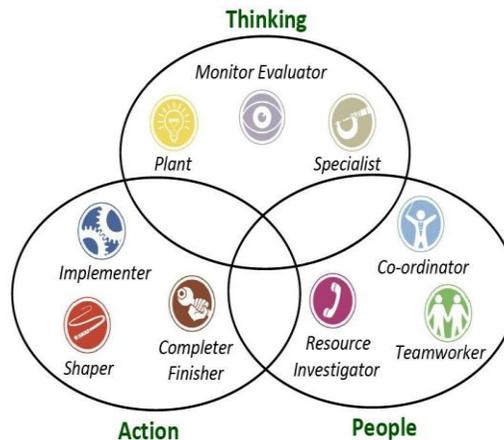


Do you want a collection of brilliant minds or a brilliant collection of minds? R. Meredith Belbin



Essentially, roles are equal to 'persona' (masks) or specific competency profiles and have been mentioned explicitly since ancient Greek history.

Not just only in working life but also the roles people play in life, family and military. The application of team roles however seems to be primarily directed at management teams nowadays.



Strengths and ALLOWABLE weaknesses:

As well as the strength or contribution they provide, each Team Role also has an associated allowable weakness: a flipside of the behavioral characteristics, which is allowable in the team because of the strength which goes with it.

The Belbin Team Roles Model can be used in several ways: you can use it to think about team balance before a project starts, you can use it to highlight and so manage interpersonal differences within an existing team, and you can use it to develop yourself as a team player.

Team Role Triangle

