

WHAT IS WOVEN?

WOVEN is different.

It is a tested, and proven way to develop your team that adopts a fundamentally different approach to the vast majority of conventional team-development approaches.

The full details of the approach are described in my book, available from Amazon ([ISBN: 978-0473386689](https://www.amazon.com/dp/9780473386689)).

WOVEN is a programme that puts the team in charge of their development, and offers a simple framework to work through using readily available tools and approaches. It encourages communication and establishes the conditions for trust to be developed within the team.

A key difference with this approach is that it takes account of the actual work that the team needs to get done, and incorporates this into the programme. You could say that it “weaves the team’s purpose and outcomes” into a developmental approach that helps lift team performance.

It runs over a 9-month time-frame with work to be done each month, ensuring the thinking and philosophy becomes embedded in the day-to-day work and approach of the team.

I offer three different models of running Woven with teams, with the approach being determined in discussion with the leader of the team, and ideally the team themselves.

Option 1: Facilitated: this is an option where I work with the team leader, running and facilitating the programme for the team.

Option 2: Guided: this is where I work closely with the team leader, and run the initial 3-4 sessions and help train existing team members in the approach so they takeover half-way and complete it themselves.

Option 3: Coached: where I work with the team leader and selected facilitators to train, coach and support them to run the entire programme by themselves.

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STRENGTHS

What’s this got to do with teams??

The strengths ‘movement’ as we currently know it started in the field of social work in the early 1900’s – and much later moved into psychology and mental health- now commonly referred to as “positive psychology”.

Strengths-based thinking is a philosophical approach to viewing the world and the challenges we face.

At its simplest levels, a strengths-based approach asks “what resources do you have that can be applied” rather than “what’s the problem”. It is a generative philosophy, not a reductionist or deficit based one.

As a contrast, the prevailing problem solving model in Western culture seeks to analyse what is wrong, devises a plan and seeks to fix the thing that is the source or causing the problem.

This approach has achieved much, yet simultaneously misses much – it fails to tackle the ‘what might be’, the potential of the situation and when people are involved typically treats them as ‘the problem’.

When we think about teams, one of the most common mistakes is the failure to recognise that they are an intact human ‘behavioural system’.

Human systems do not function in the same manner as mechanical systems, yet the domain of HR and OD often forgets to acknowledge or address this.

Linear thinking, rigid agendas, mechanistic work processes and inflexible approaches all deny the fundamental aspect of what we want from our workplaces: meaningful work, engagement, recognition, collaboration and an approach that values our unique contribution.

“Faced with the choice between changing one’s mind and proving that there is no need to do so, almost everyone gets busy on the proof.”

- J.K Galbraith

STRENGTHS AND SKILLS

Do you want to help your team?

A study by the Boston consulting group found that only 13% of 179 teams researched from Fortune 1000 organisations could be termed highly effective (Robertson & Tippett, 2002).

If you are interested in learning more or want to apply Woven in your team, please get in touch.



“ It is not necessary to change.
Survival is not mandatory. ”

- W.E. Demming

Feedback & Testimonials

- After realising that my team was going through significant changes and challenges, and although each person had clear strengths, it was evident and concerning that the team was not benefiting and clearly under a lot of strain. When I read the synopsis of The Woven Programme, it jumped out as the right way to go and exactly addressed the areas we (as a team) were struggling with.

I couldn't recommend this programme enough, and Fiona's wise and pragmatic approach to dealing with the multitude of challenges a team can face. (Managing Director).

- Fiona did strengthening teams work with my leadership team this year. This programme enabled me to work with my team on how we want to operate and I got the opportunity to guide and shape in my own way how the team applied everyday leadership. Fiona's approach was considered and enthusiastic and not confronting- with positive comments on her approach from the team. The team are now more familiar with each other, particularly each others' strengths and we have a plan of action based on our team strengths for next year. (Executive)
- We have really enjoyed working with Fiona, particularly her engaging personality, sense of humour, and push to get things done. It's been fun participating in Fiona's workshops and we have really valued her work to develop all our strengths as a team. (Senior Manager)
- I have been working with Fiona to support building a higher performing team and break down the silos. Fiona has taken my team on a strength-based journey. The journey has been interesting, energising, challenging for individuals and has resulted in significant positive changes across the entire team. As a result, the team cohesion has grown substantially and individuals work well together understanding each other's strengths and abilities to support, help and advise. (Manager)

