



Belbin Suggested  
Half Day Workshop Flow



## Pre-Work

1. Participants complete Belbin Individual Profiles (SPI Only or SPI with Observers as required) online.
2. Generate any required team reports, working relationship reports etc.

### *Potential Materials:*

*Hard copy of profiles and reports (PDF from your system or account)*

*Hand-outs and work books (PDF resources from our site)*

*PPT slide deck (from our accredited user section)*

*Belbin intro DVD 'Fire Toast and Teamwork' (from Distributor if required)*

*Belbin Books 'Guide to Succeeding at Work' (from Distributor if required)*

*Belbin activity content or Belbin Game "Co Operate" (from Distributor if required)*

# Potential flow on the day

## 1 - Welcome and housekeeping

## 2 - Introduction to the Belbin Model

This introduction to the model, the 9 Roles and what underlies behaviour can be conducted by a competent Belbin facilitator using a slide deck (tailored as required) and handouts and / or the Belbin DVD 'Fire Toast and Teamwork'.

## 3 - Hand out individual profiles

Explain pages and reports then hand out profiles (and also the 'How to Interpret My Profile workbook if desired) then allow people to read their profiles and ask questions throughout.

A few minutes in to this process the 'Team Role Nicknames' slide can be put up, explained and used for people to determine nicknames from top roles as a bit of fun / ice-breaker to potentially begin self-driven sharing.

## 4 - Build your own team exercise

Using the summary of the roles at the front of their own profile handouts, or other summary of the roles that may highlight a desired focus (e.g. leadership, projects etc), teams discuss and agree on an example of each role. They can be from the real world or workplace, sport, history, politics, movies and TV etc.

Teams report back with all teams reporting on one role in turn for comparison before moving to the next role.

## 5 –Things 'To Do' and 'Not to do' / Working with Others

Using these hand-outs, ask participants to read and discuss their top roles for 'To do' and 'Not to do', and then their lowest roles for the 'Working with Others'.

## 6 – Team Reports and Team Circle Exercise

Explanation of Team reports and pages.

Using the team circle exercise handouts, team reports and / or blank circle sheets / charts each team can then map and discuss their team strengths, weaknesses and also take-away action points.

### Optional ‘Speed Dating’:

If required pairs of people can rotate to have short meetings and discussions using ‘Working Relationship Reports’.

### Optional Team Experiential Game:

The experiential team building game Co Operate can be deployed, or a tailored business game or activity from Distributor Sabre – [www.SabreHQ.com](http://www.SabreHQ.com) if required.

De-brief of activity in Belbin language as required.

## 7 – Conclude and format any suggested follow-through

Wrap up as required with formatting for any suggested follow up one to one sessions, coaching, follow up team meetings or suggested reading / required actions arising from the session.

### Contact Belbin Australia

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