



# Global Team Assessment<sup>SM</sup>

The Global Team Assessment<sup>SM</sup> is an online assessment based on Aperian Global's Team Effectiveness Model<sup>SM</sup> that offers a fast and powerful way for teams to determine their effectiveness and gather feedback to improve their performance.

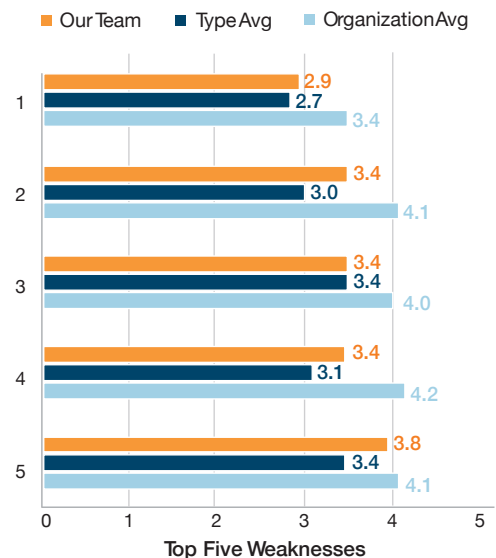
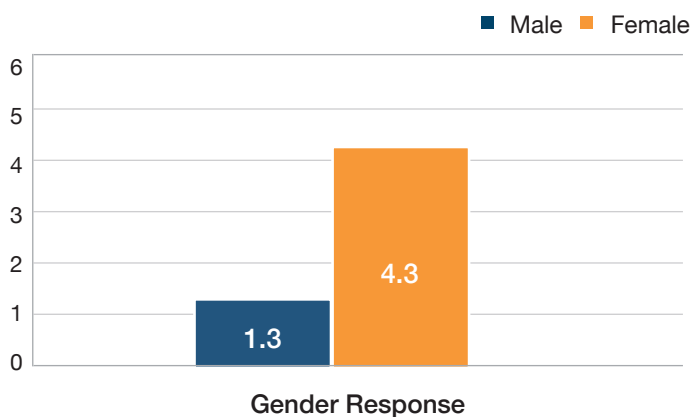
- Gain insight into a team's strengths, weaknesses, and priority areas for improvement
- Identify significant gaps between the responses of groups of team members (i.e. country location)
- Receive actionable advice and strategies to improve team performance



## Detailed Report

Incorporating both qualitative and quantitative data, the detailed report highlights:

- Overall scores and priority-for-action ranking of the seven elements of team effectiveness
- Top five team strengths and weaknesses by survey item
- Demographic gap analysis of team members' responses
- Comparison with other internal and external teams
- Anonymous written comments from team members

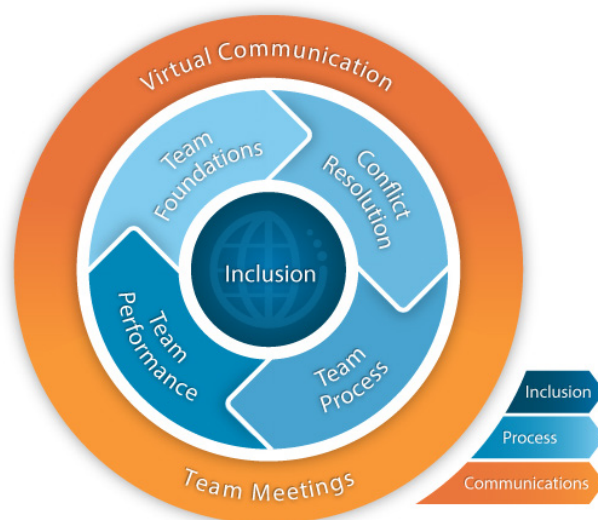


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## Global Team Effectiveness Model<sup>SM</sup>

The Global Team Assessment measures seven elements of global team performance proven to be critical for teams to achieve their goals, especially when operating across distance and/or culture:

1. Cultural Diversity
2. Team Foundations
3. Conflict Resolution
4. Team Process
5. Team Performance
6. Virtual Communication
7. Team Meetings



## Senior Team Effectiveness and Team Building Workshops

Highly experienced Aperian Global Consultants utilize the GlobeSmart Teaming Assessment results in structured and engaging team building sessions to drive higher levels of productivity via a practical improvement process.

- Assessment results are analyzed & addressed by the team to build an actionable improvement process
- Team building activities are built into the sessions to build trust and understanding of style differences (particularly effective when face-to-face)
- Customized sessions are facilitated over agreed-upon lengths of time:
  - Face-to-face sessions: Recommend minimum of six hours in length, up to two days
  - Virtual sessions: Recommend minimum of two, two-hour sessions with limited time in between

## Licensing/Internal Organizational Use of the Global Team Assessment

Aperian Global works with clients to build the most cost effective use of the Global Team Assessment. A variety of options are available:



- Enterprise-wide licensing includes one fee that covers unlimited team use. This licensing includes a training of internal Learning & Organizational Development (L&OD) professionals to be comfortable using the assessment in team building sessions, as well as a dedicated Aperian Global Webtools Marketing Manager to help drive internal use
- L&OD training of trainers: This option is for clients to prepare internal staff to utilize the assessment on a per-use fee