

Enhancing leadership performance and team cohesion with MindSonar



Context:

One of the key pillars of organisational effectiveness is the capacity and capability of its workforce to deliver on the organisations' commitments. The ability of service managers to motivate their teams, and the efficacy of team dynamics is critical to performance and delivery. Today's workplace requires clear, insightful leadership and effective, cohesive teams; 'thinking styles' assessment can help with both.

What is MindSonar:

MindSonar uses a web-based questionnaire to identify the thinking styles (metaprogrammes) and values that guide our behaviours within a given context (e.g. working in the blue team); this provides an extremely effective insight into the way we think and in turn the behaviours we employ in that situation. This insight can help people develop more effective strategies.

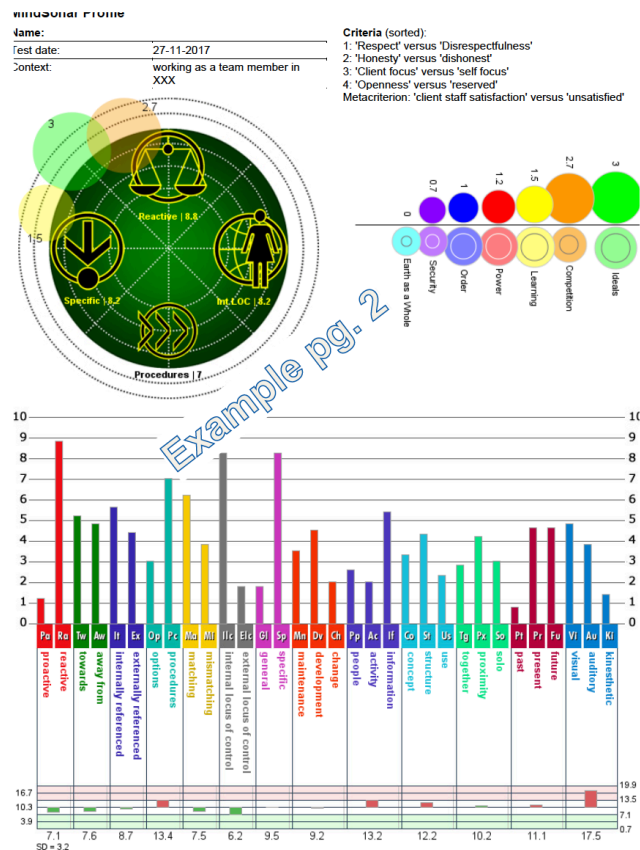
It is also worth recognising what MindSonar is not; it is not a 'personality test', it does not try to define who you are, it does not put you in a box, and it does not predict how you will behave. MindSonar simply gives an insight to understand the thinking styles you tend to apply in certain circumstances and to consider whether these are the most advantageous for you in the situation being considered.

What are metaprogrammes:

Metaprogrammes are a categorisation of people's thinking style. There are no better or worse thinking styles per se; only some that may be more or less useful in a given situation. Overtime, we have all tended to develop a preference for certain ways of thinking; we have found them useful in the past and it suits us to think that way.

For the most part the metaprogrammes we run are positive and make our lives more comfortable and easy. However, there are also times when it may be more advantageous to use a different thinking style in a certain situation. Perhaps working in a new situation or where our existing approach is no longer effective.

Mind sonar uses an objective web-based questionnaire to elicit the respondents' tendency towards one or other metaprogramme (there are thirteen all together) within the context being considered. It also explores our values to identify those things we consider important in that situation.



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Application to the workplace:

The pressure on individuals and teams to deliver exceptional services is unquestionable. If not managed well this can have a negative effect on the individual and the team in terms of personal performance, cohesion, quality, and productivity. The negative impact of sub-optimal performance can lead to staff stress and problems with staff turn-over, sickness and absence; all of which have a significant impact on service cost and quality.

Using MindSonar as an aide to coaching and team development can; ¹⁾enhance staff understanding of self and others, ²⁾identify points of conflict and miscommunication within a team, ³⁾explore opportunities for greater impact and effectiveness, and ⁴⁾develop strategies for improved leadership performance.

Re-Think Performance experience:

Re-Think Performance is a strategic workforce development company expert in enhancing emotional intelligence in the workplace; working with individuals and teams help find solutions that last. MindSonar is a valuable adjunct to our development work.

Further information:

- https://www.mindsonar.info/mindsonar_famous_projects/
- <http://www.re-thinkperformance.co.uk>