



## CONSULTING SERVICES

# Work Group Assessment

## Work Group Assessment

The Work Group Assessment consulting service works with organizations in assessing and dealing with dysfunctional workgroups resulting from problematic behaviours, poor communications and hostile environments. The Work Group Assessment team digs deep into the dynamics of the work group to help identify root cause issues, provide recommendations and assist with implementing the recommendations through a structured methodology.

### *Our Strategic Approach*

ProActive's Work Group Assessment process is not designed to be a fact-finding exercise or as a mechanism for apportioning blame for past incidents or current challenges. Rather, the focus of the process is on assessing the culture by identifying the shared perceptions held by people in the team, and determining how to best address those perceptions. Addressing those perceptions is done as part of an overall set of recommendations that will support strategic management and decision making.

## Our Methodology

The Work Group Assessment service follows a structured approach to understanding and capturing the issues and dynamics of the group.

### *Researching the Problem*

We begin by collecting qualitative data from within the team and from other available sources, depending on the extent and range of the impacts.

The data will typically be captured through a review of relevant documents, reports, written surveys and individual interviews. The data will then help ProActive ReSolutions identify the dominant perceptions concerning the state of your organizational culture, the team culture and issues affecting the culture.

### *Analyzing the Problem*

Utilizing the data collected, ProActive ReSolutions will assess the culture of the organization or work group with our primary emphasis being on identifying the critical perceptions that prevent the work group from cooperating and working effectively as a team.

### *Presenting the Findings*

Upon completion of the data analysis and assessment, ProActive ReSolutions will then present, in non-technical terms, a verbal and written report on the findings and recommendations.

Additional on-going coaching support is available as part of an annual support package.

## About ProActive ReSolutions

As pioneers and leaders in Building Respectful Workplaces, ProActive ReSolutions has been providing consulting and training solutions to global clients across multiple verticals since 2000.

ProActive Resolutions' consulting and training solutions are structured around standardized, evidence-based research. It is this core foundation that allows us to develop and customize consulting and training solutions to meet the needs of our global clients irrespective of their vertical and location.

Our integrated solutions philosophy allows us to develop and customize our consulting and training solutions around 3 key strategies:

- **PREVENTING** disrespectful workplace behaviours,
- **REPAIRING** relationships damaged by disrespectful behaviours and
- **PROTECTING** those at risk of violence in the workplace, community and home.

**60K+ People Trained Globally and Counting.**