

# IAK Team Amplifier

## Goals

- Support development of teams (management teams, project teams, departments) through increased awareness about unused potential and energy losses
- Foundation for in depth design of interventions within team workshops and bigger processes
- Measure personal working relations on needed functional interactions
- Provision of a measurable alternative to other sociograms like constellation work, visual tribal mapping etc.
- Support in creation of sustainable change (data, repetition, transparency)
- Sustainability of behavioral change through repetition, partial transparency of data

## Team Amplifier USP

- Generates a visual “x-ray” of actual team situation for coach and the team
- Easy and fast to fill in needed information for participants
- Intergration of all individual perspectives and opinions
- Comparable evaluations of team members through calculation of variances (adjustable)
- Works in interculturally different contexts
- “One Page Philosophy” (holistic approach, resource oriented)
- Internet based questionnaire
- Internationally accessible
- Graphic representation of results
- Data based coaching supports acceptance for more rational organisations
- Benchmarking with other teams, management levels

## The Coaching Process

- Team challenges and own understanding of role as background for reflection
- Relevant attitudes while dealing with information: constructivism, self responsibility, courage
- Reflection of overall team results
- Individual reflections, dialogue and agreements
- Possible areas for improvement / solution focus for whole team

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