

## Development and strategic use of the team potential

Clear relationships in a team are the prerequisite for the development and above all, for the successful implementation of mutual goals. With the tool “Social Architecture of Groups (SAG), the structures between human relations in the work group can be explored, in order to develop its potential. The SAG-Tool proceeds from the real situation of a group and offers concrete ways to optimise teamwork within the team. The method has been developed by Professor Dr. Alexander Redlich and his team at the University of Hamburg.

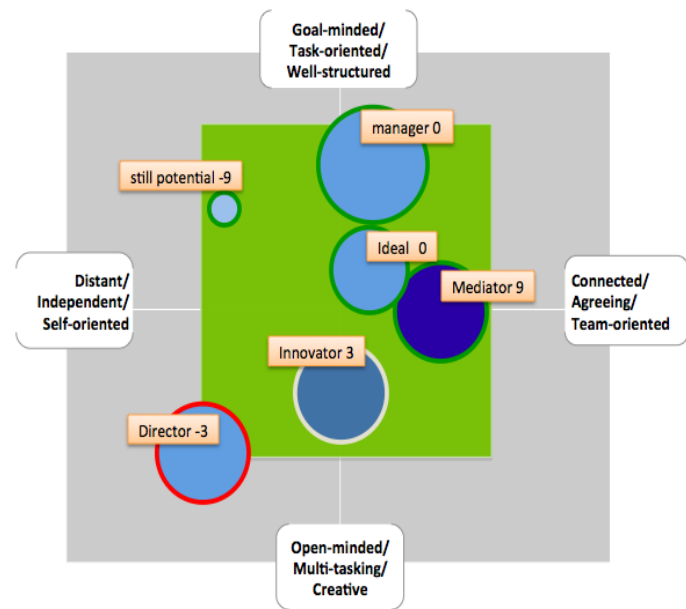
### SAG

- gives information about how a group can become a strong team
- discloses team and leadership structures and thus makes them visible
- improves cooperation within the team
- reveals new ways of development and new options for actions
- allows to develop an appropriate style of leadership for a concrete situation
- points out potential conflicts, before they become virulent

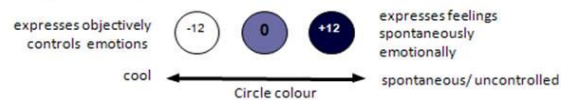
SAG is a valuable instrument for deeper analyse of cooperation within team, for example;

- team building
- 360 grad team feedback
- project-team flashback
- coaching/training of leaders
- preventative conflict management

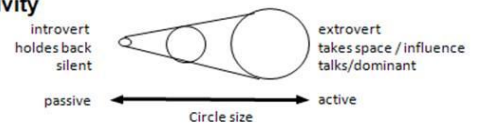
**With SAG you can identify essential team issues before the workshop, in order to get faster to the core points.**



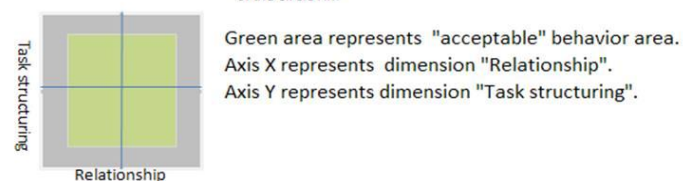
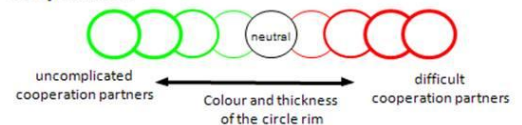
#### Emotionality



#### Activity



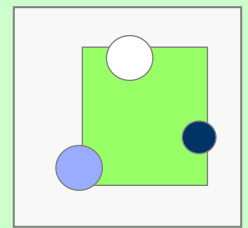
#### Cooperation



### Elling-Consulting

Lindenallee 31  
20259 Hamburg

Fon: 040-43254449  
Anmeldung : SAG@elling-consulting.de  
Web: www.elling-consulting.de



## Survey procedure or How to get SAG Diagram...

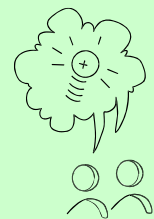
### ⇒ Step 1: Informational session & Application

- The team and its team leaders meet with the SAG consultant. In this initial meeting they talk about the approximate topics of the procedure. Everybody agrees on the common survey participation.



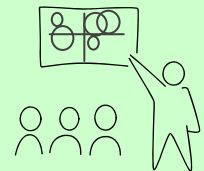
### ⇒ Step 2: Survey

- Every member receives an email with a personal link to the questionnaire. It has to be filled out until to appointed date.



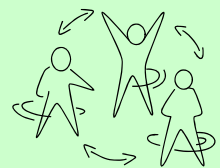
### ⇒ Step 3: Evaluation

- Based on the answers of the questionnaire a consultant creates SAG diagrams. There are “Normal-Diagrams” on which is shown how one person estimates the others as well as “Self-Perception/Perception of the others - Diagrams” comparing self-perception of a person and the way the other team members perceive this person.



### ⇒ Step 4: SAG-Feedback-Workshop and choice of topics

- SAG evaluation is now a basis for the further steps and goal setting for a workshop. All team members including team leader participate on the SAG-Feedback-Workshop in order to determine possible topics for team development.



### ⇒ Step 5: Intervention

- In the follow-up meeting selected topics will be discussed in the team. SAG-Diagrams from the survey can be used to support this process.



## Elling-Consulting

Lindenallee 31  
20259 Hamburg

Fon: 040-43254449  
Anmeldung : SAG@elling-consulting.de  
Web: www.elling-consulting.de