

People
First

 Beyond





Feeling something isn't right?

How many times have you found yourself having a quick look at your emails, checking your phone or going for an extra coffee to drag out the time until you must go back to a task and continue what you're supposed to be doing.

Perhaps you can't see the purpose of what you're doing? Or the job that sounded perfect to begin with has evolved into something you're no longer interested in? Maybe you get easily frustrated and can't feel the support from your team. Most of your frustrations and problems can be tracked back to 3 main parts of your life:

↓ Yourself

You're the only person in your life who you're constantly stuck with, therefore conflicting with yourself will negatively affect every aspect of your life. Examples of situations that tend to be the source of tension between who you are and who you are trying to be are:

- You feel like there aren't enough hours in the day
- You forgot the purpose of what you're doing
- You procrastinate, and feel tired when approaching difficult tasks
- You dislike your job
- You're often frustrated with people around you
- You're being asked to do things that don't feel natural to you

↓ Your team or business

The combined effect of a team will always be greater than the sum of the individual. But creating team synergy is easier said than done. However, it's crucial for a successful business. Often, we spend more time with our team than anyone else, and they can be the main cause of our emotions, good and bad. Examples of situations that can cause team tension could be:

- Your team has grown and is out of control
- Your team hiring process needs to improve
- You tend to hire people that don't fit in with your team but work well with you
- Project teams are unable to innovate
- Right people, wrong seats
- Your team has difficulties completing projects
- You have too many coaches and not enough players

↓ Your Lifestyle

Operating against your instincts might work in the short term. However, if you continue to play against your strengths, your overall quality of life will start to decrease. Examples of tension that relates to your lifestyle could be:

- Not enough time to relax
- You start to form bad habits
- You present yourself negatively towards family and friends
- You're prevented from doing things you love
- You dread Mondays



Live life on your terms

A 3-step process that will help you solve these problems:

With a strong background in technology and Merger and Acquisition (“M&A”) projects in situations where people are often feeling displaced, we understand what issues and problems you can face during periods of change. Our people first approach means we can combine our tech knowledge with the human side of business where people are at the core.



Assessments

In the first stage of our methodology, we start by conducting Kolbe™ assessments. Kolbe A™ Index is a unique conative assessment that helps identify your striving instincts and natural way of getting things done. Compared to many other psychometric tests, we don’t ask you to change how you behave with others. Instead, we encourage you to be yourself and amplify your strengths.

Assessment for Yourself

A Kolbe™ assessment will help you gain an understanding of your own natural behaviour, so you can start acting on your strengths to reach your full potential. Together with a consultant, you’ll be able to pinpoint the actions or situations in life that drain your energy as well as realising what situations make you energised. Knowing how you tackle tasks most naturally can help you change the way you approach creative and work-related projects.

Assessing the people around you

Some of the most effective changes happen when you start to assess your conative strengths against the people around you - be it work or personal.

Having full visibility of how you fit within a team or group of people and being able to identify areas of conative strain or conflict will help you start new conversations. The result is better relationships and happier people.



Analysis

Our team analysis evaluates your conative inventory, productivity factors and efficiency factors. The report will give you a full understanding of the collaboration status, strengths and tensions in your team and define areas for improvement.

We work to understand the expectations your team members have relating to their job roles (“Kolbe B™” assessment) as well as your expectations as a team leader of what the job role requires (“Kolbe C™” assessment). This will give you a clear understanding of the dynamics of your team, helping you to find hidden opportunities and determine if you need to recruit new team members with strengths not currently held by your team.

Being aware of your own M.O. (mode of operation), and that of the people around you, enables you to start your journey to a happier personal life. We know that your work and personal life often intersect; therefore, we provide help in both areas. To get a deeper understanding of your personal relationships, a “Kolbe R™” will measure the expectations people in your personal life have of you, and vice versa. Together with a consultant, you can begin a discussion with a greater knowledge of each other’s strengths and limitations.

Our analysis is based on all three parts of the mind

Cognitive (Thinking)

IQ, skills, reasoning, knowledge, experience, education



Affective (Feeling)

Desires, motivation, attitudes, preferences, emotions, values

Conative (Doing)

Drive, necessity, instinct, mental energy, talents, innate force

Strategy

The strategy stage will focus on your team culture and structure. It includes resources on how to recruit new employees that are the right fit for your organisation as well as powerful tools such as the Kolbe Commitment Clarifier™ to help you better utilise your time. The strategy stage will also include recommendations on how to be more effective and get the best from your most expensive and important asset - your people. Together we will create a Strategy aligned to your team's natural strengths.

With increased self-awareness and a better understanding of your team's strengths, you'll be able to involve, engage and inspire your team - creating a more dynamic, purposeful and respected company/department. By utilising the full power of your team, you'll build a workforce that's full of ambition, courage and wisdom, ready to help you grow and move your company to the top.

Data Driven Hiring

Existing Teams

First we assess your current team(s) to understand their make-up.



Individual



Expectation



Team Synergy

Individual assessments to understand innate strengths.



Compare strengths against imposed expectations



Present a team synergy presentation and show gaps/risks



New Hires

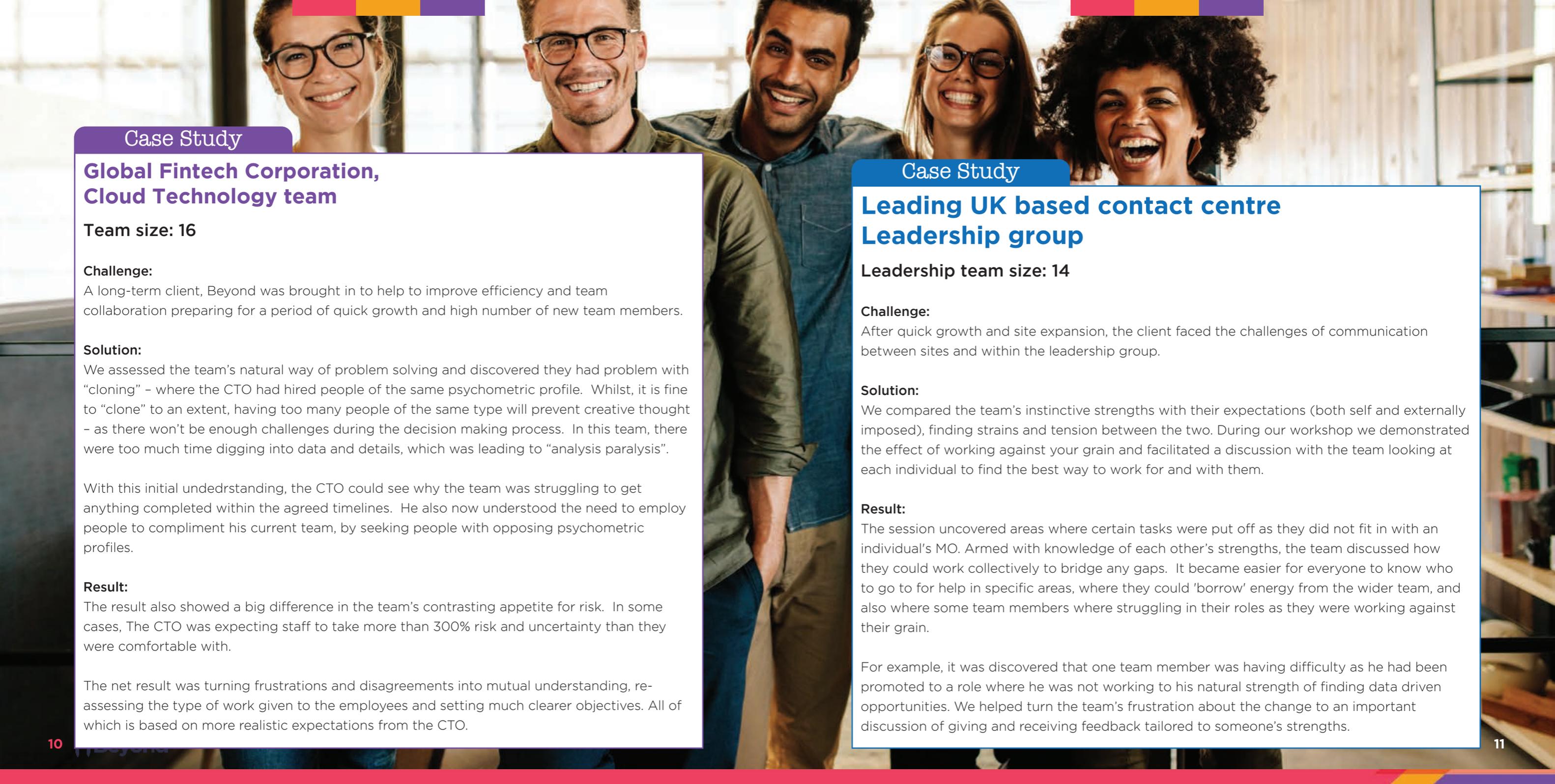
Once you have a psychometric map of your team(s), you can use this to find the right people for your business.



Create a Psychometric Profile for the PERFECT candidate. This creates the base data for your new hire.

Ask shortlisted candidates to take the psychometric assessment and compare to the profile previously created.

Eliminate any candidate who does not fit within the range of a perfect hire. Continue to interview the remainder.



Case Study

Global Fintech Corporation, Cloud Technology team

Team size: 16

Challenge:

A long-term client, Beyond was brought in to help to improve efficiency and team collaboration preparing for a period of quick growth and high number of new team members.

Solution:

We assessed the team's natural way of problem solving and discovered they had problem with "cloning" – where the CTO had hired people of the same psychometric profile. Whilst, it is fine to "clone" to an extent, having too many people of the same type will prevent creative thought – as there won't be enough challenges during the decision making process. In this team, there were too much time digging into data and details, which was leading to "analysis paralysis".

With this initial understanding, the CTO could see why the team was struggling to get anything completed within the agreed timelines. He also now understood the need to employ people to compliment his current team, by seeking people with opposing psychometric profiles.

Result:

The result also showed a big difference in the team's contrasting appetite for risk. In some cases, The CTO was expecting staff to take more than 300% risk and uncertainty than they were comfortable with.

The net result was turning frustrations and disagreements into mutual understanding, re-assessing the type of work given to the employees and setting much clearer objectives. All of which is based on more realistic expectations from the CTO.

Case Study

Leading UK based contact centre Leadership group

Leadership team size: 14

Challenge:

After quick growth and site expansion, the client faced the challenges of communication between sites and within the leadership group.

Solution:

We compared the team's instinctive strengths with their expectations (both self and externally imposed), finding strains and tension between the two. During our workshop we demonstrated the effect of working against your grain and facilitated a discussion with the team looking at each individual to find the best way to work for and with them.

Result:

The session uncovered areas where certain tasks were put off as they did not fit in with an individual's MO. Armed with knowledge of each other's strengths, the team discussed how they could work collectively to bridge any gaps. It became easier for everyone to know who to go to for help in specific areas, where they could 'borrow' energy from the wider team, and also where some team members were struggling in their roles as they were working against their grain.

For example, it was discovered that one team member was having difficulty as he had been promoted to a role where he was not working to his natural strength of finding data driven opportunities. We helped turn the team's frustration about the change to an important discussion of giving and receiving feedback tailored to someone's strengths.

Case Study

Software company, Start-up team

Leadership team size: 9

Challenge:

This client had recently experienced challenges with new starters fitting in to their tight-knit team and now found themselves back on square one. Wanting to avoid issues with performance and “fit” again, and seeking to learn how to build a strong foundation for team growth, they came to us at Beyond.

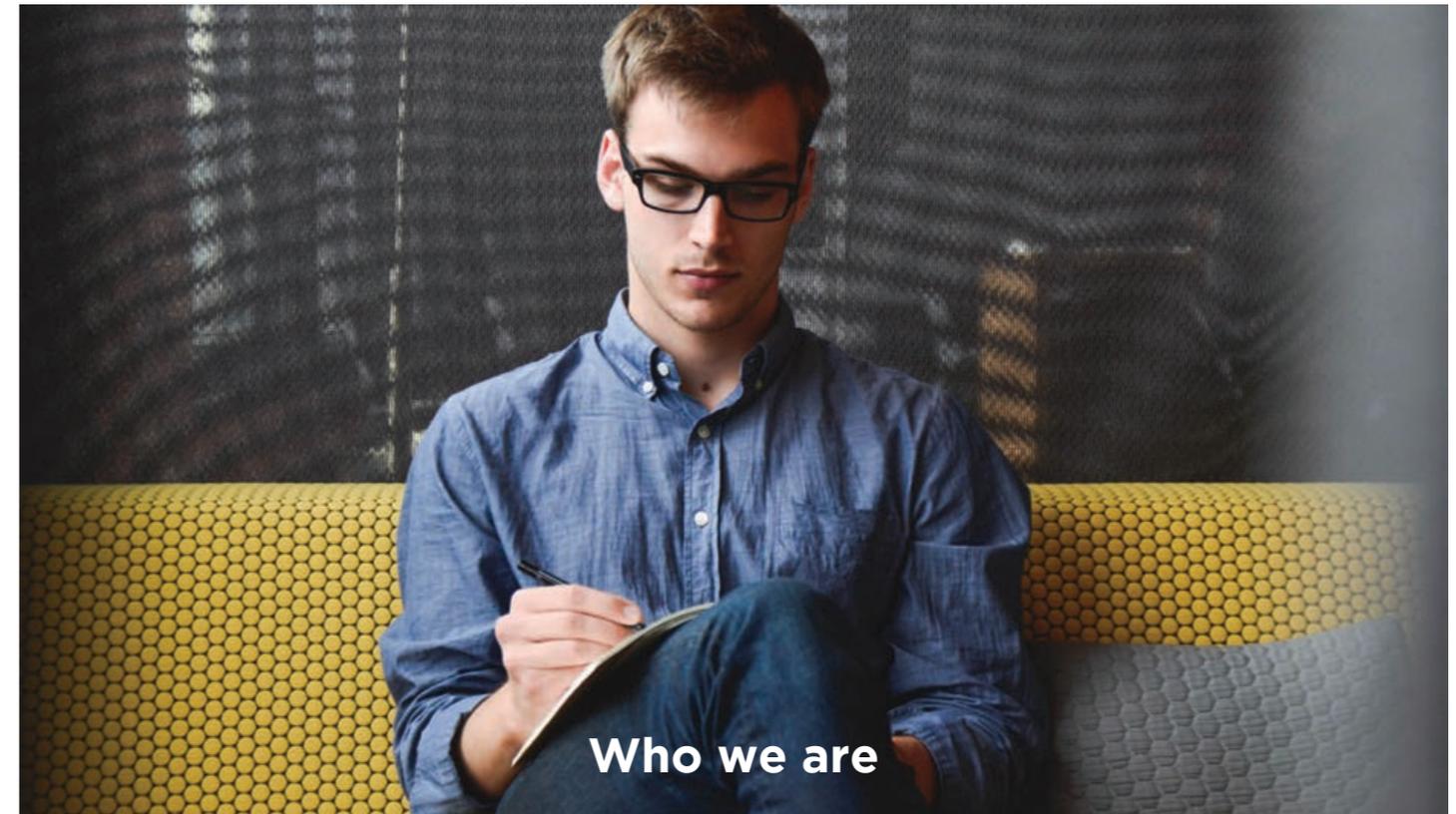
Solution:

Through the use of Kolbe psychometrics, Beyond helped assess the team’s natural strengths and discovered areas of conative conflict between team members. We then looked at each team member’s expectations of themselves and compared these with both their strengths and the CEO’s expectations.

We ran a workshop to open new discussions about each person’s role and the relationship with the CEO expectations. This allowed the team to challenge, and be open, about how they currently work. We helped identify the strengths needed for the next batch of hires, effectively looking to “clone” the high-performers – which can now be used to identify the right candidate through the hiring process.

Result:

The team quickly learnt the mutual understanding and language, to help improve working relationships and are now actively using psychometrics as a screening process whilst growing the company – ensuring the right fit for the business, and less negative outcomes.



Who we are

We help customers engage teams and gain better value from investment



Purpose

Our purpose is to help people find opportunity during adverse periods of change.



Mission

We will re-ignite the passion of 300 professionals by 2020

Putting People First.

www.b-urself.com



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