

# THE BLUE GARAGE. COMPANY

Empowering entrepreneurial teams

Facet5 TeamScape

***To me, ideas are worth nothing unless executed. They are just a multiplier. Execution is worth millions.” – Steve Jobs***

*There are many ideas, it's the execution on the idea what counts most. That is why we believe that people's drive & motivation are strong and most important building blocks for proper execution. Understanding people's drivers are essential to form well balanced teams. Balanced teams do outperform on execution and therefore reach success faster. THEBLUEGARAGE is an accredited partner of FACET5 and uses the team development tools developed by FACET5. Facet5 is a world leading company on personality and team testing. The use of these tools demonstrates team dynamics powerfully and succinctly, showing culture and team dynamics of entrepreneurial teams. It will provide a proper indication on how relationships are likely to work, and how the work will be managed and delivered. Facet5 and TeamScape are used by many international corporates as well as by start-up accelerators, such as Startupbootcamp.*

## WHO IS THEBLUEGARAGE?

### SUCCESS IS BUILT UPON LESSONS LEARNT

Success doesn't come organically and takes passion, dedication and sacrifice. As entrepreneurs and innovation coaches ourselves, we have experienced this at first-hand tackling daily start-up challenges such as and not limited by:

- *Failure to understand when you go from idea, to validated solution, to product market fit as prerequisites to scale your business*
- *Team formation: finding synergy in skillset and personal drivers to increase execution power and fun*
- *Failure to integrate or assimilate a proper growth framework/metrics to control company growth*

**THEBLUEGARAGE**, is a group of seasoned professionals working side-by-side within your teams tackling day to day challenges to create scalable product-markets fits out of MVPs. We understand the challenges of building and growing concepts into a successful business. We work hand in hand with your team to shape, form, train and coach the proper skills and usage of tools in order to reduce risks to increase success faster.

### THIS IS US

We empower entrepreneurial teams to reach success faster by adding our skillset and data driven innovation and team models to your team and organization. Interested?

Please contact us at [boostyourteam@thebluegarage.company](mailto:boostyourteam@thebluegarage.company)

# Facet5

## Realise the potential of your employees

Facet5 enables effective human capital management decision-making at all stages of the employee lifecycle. Cost effective data re-use allows organisations to realise, not only the potential of their employees, but of their investment.



### Selection

- Ensures the right fit for the team by matching the individual to the required organisational values and culture
- Provides consistency of process to recruitment and selection with tailored interview guides.
- Supports fit-to-role by showing success elements before selection
- Identifies High Potentials early in career, for enriched development opportunities.

### Integration

- Describes the motivations, drivers and work preferences – for early successful integration in the role
- Helps establish a strong manager–employee relationship early on
- Enables productivity quickly by using individual motivational strategies
- Provides development planning opportunities within the first three months.

### Teamwork

- Rapidly forms new or re-shaped teams
- Strengthens team and individual relationships and understanding
- Provides a common language to assist teams with communication, feedback and issues relating to team performance.

- Focuses teams on what is required to deliver the work through identifying team strengths and areas to look out for.

### Development

- Ensures appropriate career and development planning
- Enables helpful performance conversations
- Facilitates the ‘leader as coach’ approach for stronger employee development
- Identifies and manages strengths and areas of stretch successfully
- Shows individual contribution to teams and coalitions easily.

### Leadership

- Integrates with existing leadership development frameworks and processes, embedding into leadership development programs easily
- Provides rich insights into personal style and how to lead individuals and teams, underpinning observed behaviour for sustainable development
- Builds effective change leadership capabilities.

### Talent

- Identifies emerging talent, allowing for focused development planning in current and for future roles

- Assists in identifying and growing the required organisational capabilities
- Integrates into assessment and development centres.

### Culture and change

- Defines and describes the culture in a common language
- Communicates the essence of the organisation – who we are and what we stand for
- Defines the ‘current’ and ‘ideal’ state of a culture and the role individuals will play in achieving it.

### Separation and exit

- Supports employees on the next step of their career journey
- Provides meaningful exit conversations to ensure advocacy by the employee
- Ensures the right talent for the right time.

### Getting started

- Your local partner, [THEBLUEGARAGE](#)
- ✉ [boostmyteam@thebluegarage.company](mailto:boostmyteam@thebluegarage.company)
- 🔍 visit <https://thebluegarage.company>



# Facet5 TeamScape



TeamScape is a process that uses Facet5 Personality Profiles combined together for team development purposes.

It demonstrates team dynamics powerfully and succinctly, and clearly shows the culture of the team, how relationships are likely to work, and how the work will be managed and delivered.

## TeamScape in your organisation

People rarely work in isolation, often engaging with other people: colleagues, stakeholders and customers in order to deliver successful outcomes. To achieve success, individuals benefit from an understanding of their own behavioural style – and how this might impact others – as well as the behaviour of those with whom they work. Knowing how to leverage different behavioural styles, for delivering complex work projects, resolving conflict, engaging stakeholders and managing stress helps to deliver outcomes more effectively.

## TeamScape model

Facet5 TeamScape is based on a unique work cycle model. Using this model, TeamScape highlights how individuals will naturally prefer to organise their work, manage conflict and respond to stress and pressure.

The model consists of four phases:

- Generating ideas (Possibilities vs Practicalities)
- Evaluation (Evolution vs Revolution)
- Decision making (Deciding vs Reflecting)
- Implementation (Doing vs Understanding)



## TeamScape process

The TeamScape process begins with each participant completing a Facet5 Personality Profile. The participants data is quickly aggregated into a TeamScape project, allowing for greater analysis, rich presentation and engaging TeamScape workshop.

TeamScape also provides the unique ability to gather 360 feedback to greatly add to the effectiveness of any team's development. This external view, over and above that inferred by Facet5, provides participants with evidence of how their behaviours present in a work context.

## TeamScape enables organisations when:

- Forming new or reforming teams
- Supporting teams through change
- Integrating new team members
- Forming coalitions across business areas
- Strengthening team performance
- Strengthening individual relationships and understanding
- Working through issues or barriers to team performance
- Identifying the culture of the team and its strengths.

## TeamScape key features and benefits

- Based on Facet5, a leading personality measure which accurately describes expected behaviours
- A comprehensive range of data sets focused on improving understanding and team performance
- Extensive on-line resources, designed to support any team based intervention, including workshop outlines and exercises
- Web-based data collection for use all over the world
- Facet5 Personality Profile can be taken in 30 languages, with TeamScape output in 17 languages
- Results available in real time, for download and use, quickly and effectively
- On-line resources build facilitator capability quickly and powerfully
- Individual, easy-to-read TeamScape report shows each members profile and preferences relative to the whole group.

For more information please contact

Email: [boostmyteam@thebluegarage.company](mailto:boostmyteam@thebluegarage.company)

For more information on Facet5 visit:

Web: [www.facet5global.com](http://www.facet5global.com)

