



Successful Team Work

**It is the fittest groups that survive and thrive,
rather than the fittest individuals.**



Alignment - Ownership - Accountability - Increased Productivity

"We needed an experienced team builder who had at his disposal a range of frameworks and tools, as well as a style that crossed a wide range of personalities.

We had two days of intense sessions, with a team that was a group of individuals before we started and we finished a much closer team. Brilliant job Eugene."

H. Amoyal Managing Director Ipsos - Australia

Successful Team Work



Eugene Fernandez
DEd, MPhil, GAICD, FIMC, Dip Bus,
Dip T&A, CAHRI

Dr Eugene Fernandez has over 25 years experience helping teams to improve productivity and build better relationships. He is used by teams as a team coach, team facilitator and a mentor.

Eugene's style is supportive, and highly participative. His processes lead people to cooperate and make positive changes to the way that they work.

Clients include: Americold, BHP-Billiton, Bunnings, Mars, Thomas Cook, Roche, Rabo Bank, Reserve Bank, SunMicrosystems, Transgrid, Guild Group various government departments and universities.

"Eugene has provided coaching and facilitation for two leadership teams I have been part of. On both occasions Eugene provided insightful comments and skilful facilitation that really helped the team improve communication, interpersonal skill and trust."
S. Clark, EGM, TransGrid

"The formation of a high performing team delivering more business value than we ever had before"
Team Leader - Masterfoods

"Deftly managed us to a constructive outcome; and very nice guy to boot!"
S. Kidney, CEO Climate Bonds

We specialise in working with teams to improve team cohesiveness, effectiveness and productivity.

Any team at any level within the organisation will gain immense value from our programs and interventions.

We can add value to your planning process by helping you in designing a collaborative strategy that gets all parties on side.

We can be used as team therapists helping groups and individuals to work as a team.

Our processes are effective because they are based on a simple philosophy.

Involvement = Ownership

When we foster ownership, people want to get involved.

Areas of Team Focus

This is prioritised based on your needs:

- Developing a Team Charter
- Setting Directions (Vision/ Focus)
- Stakeholder Analysis
- Developing Key Result Areas
- Developing Operational Excellence,
- Developing Customer Intimacy
- Developing Qualitative and Quantitative indicators
- Developing Team and Individual Objectives
- Establishing Performance Standards
- Valuing Team Diversity
- Dealing with Conflict
- Shared Leadership.
- 360 Feedback
- Recognition and Rewards

We provide support to individuals within the team via coaching and counselling.

Primarily we facilitate a platform that helps the team to:

- Prioritise what is important to them.
- Gain common understanding and agreement.
- Deal with issues of accountability and responsibility within a positive environment.
- Expand team member's horizons by gaining a deeper insight into team leadership.
- Improve feedback and communication within the team.
- Engage better with their Stakeholders.

Flexible Design

Our programs range from half day to two days for strategy, project or functional teams.

To over 6 months with Cross Functional **Action Based Research Teams**, partnering on real strategic issues within the organisation.

"Eugene's warm, open style and good humour put the team at ease and cleared the way for learning in a program that involves sharing in-depth personal feedback."
J. Walker, L & D Manager, SkyCity Entertainment Group

Contact: Metanoa
PH: 61 2 9553 4141
Mobile: 0423 669 531
URL: www.metanoa.com.au
Email: Metanoa@bigpond.com