



The UK's leading independent group of
psychometric practitioners

Measuring Team and Organisational Effectiveness

Friday 22nd September 2023

9:50am – 13:00pm

Online Seminar

Is a team more than the sum of its parts?

Work teams are performance units organised to promote organisational effectiveness. Even individual contributors are nested within the team structure of an organisation in some informal if not formal way. We are familiar with the idea of assessing an individual using personality tools but how do we assess a team? Is it simply a matter of amalgamating the individual results and presenting a summary or is there more to it? Does the difference between a team and a group have any impact on collective effort?

Join us online to hear from a range of speakers who have been researching, investigating, observing and developing instruments over decades which provide answers to these questions and more.

Seminar Agenda

09:50 Zoom room opens (*bring your own coffee and conversation*)



10:00
Welcome, Introductions and Overview of the Session
Alexandru Popa-Antohti & Tameron Chappell, Event Chairs



10:10
All Change in Assessing Team Effectiveness: Or Is It?
Dr. Declan Woods, CEO teamGenie

In this interactive session, Declan will share his research about the common pitfalls faced when assessing teams. He will then discuss how teams at work have changed over the past 3 years, including the impact of COVID-19, and what this means for assessing a team's effectiveness.



10:45
Team, Group and Organisational Reporting across Personality, Ability and Competency Assessments

Michele Guarini CEO & Dr. Rainer Kurz R&D Psychologist, HUCAMA

As a professional football coach Michele was concerned with team performance on the pitch. He started using motivation and personality questionnaires when he joined SHL Denmark in 2006. Since founding HUCAMA in 2009 he has used psychometrics to drive team and organisational effectiveness. Together with Chief Psychologist Dr Rainer Kurz he developed the Role Wheel report that blends Team Roles and the Great 8 Success Factors for individual, team and group reporting. The methodology involves the use of Intra-Personal (i.e. ipsatised) scores that remove the effect of response style and dynamic HTML reporting that will be illustrated through a case study.





11.20 Break Out Discussion Groups

We will break into small groups to reflect on the topics covered then come back together to share and consolidate our ideas and reflections.

11.45-12:00 Comfort Break



12.00

Welcome and introduction to final speaker

Alexandru Popa-Antohti & Tameron Chappell, Event Chairs

12:05

The Good, The Bad and The Ugly of Team Assessments

Gordon Curphy, PhD., Managing Partner of Curphy Leadership Solutions

Improving team effectiveness represents a huge opportunity for internal and external consultants, yet most of what happens in this arena falls far short of the mark. Gordy will review the role groups and teams play in organizations, the barriers to effective teamwork, and what consultants get wrong when working with teams. He will also provide practical advice on how to help organizations scale effective teamwork.



12:40 Open Discussion

Q&A from final discussion leading into general review and sharing of ideas.

13:00 Seminar Closes

PLEASE NOTE:

The event will be recorded and a link to the recording will be shared with ticket holders after the event along with copies of slides

Speaker Biographies:

Gordon Curphy, PhD: *Managing Partner of Curphy Leadership Solutions*

Taking a scientist-practitioner approach to leadership, Gordy has spent the past 30+ years researching, teaching, practicing, and providing consulting advice on leadership. He has written 23 books, numerous articles and book chapters, and sold over 100,000 copies of the number one selling textbook *Leadership: Enhancing the Lessons of Experience (10th Ed.)*. He is also the architect of The Rocket Model®, *The Rocket Model: Practical Advice for Building High Performing Teams*, *Ignition: A Guide to Building High Performing Teams*, and the Team Assessment Survey®--tools intended to help companies scale effective teamwork. As a practitioner, Gordy has held numerous leadership positions in the United States Air Force, United States Air Force Academy, Center for Creative Leadership, Blandin Foundation, and Korn/Ferry International. In addition to running his own business since 2002, Gordy has done ex-pat assignments and led start-ups, turn-arounds, major organizational change initiatives, and rapid growth companies. He has built leadership and team assessments, conducted over 2,000 in-depth executive assessments, designed and facilitated 600 senior team engagements, and trained 20,000 leaders on a variety of topics.

Michele Guardini: CEO, HUCAMA

Following a Mechanical Engineer Apprenticeship, Michele became a professional Football Coach for two decades while running a café and an outdoor cinema. For a period, he ran FC 1893 Copenhagen who (historically) twice beat Barcelona. He joined SHL Denmark in 2006 where he was involved in talent management initiatives that leveraged the Universal Competency Framework (UCF). He co-founded HUCAMA in 2009 where he has deployed assessment solutions across the globe to boost team and organisational effectiveness. He contributes to the running of the New Nordic Leadership Institute and the Copenhagen Coaching Centre. Michele holds a MA Philosophy and a MBC Master in Business Coaching.

Dr. Rainer Kurz: Chief Psychologist, HUCAMA

Rainer joined Saville & Holdsworth Ltd in 1989 and contributed to test development, validation and computer-based assessment projects leading to the publication of the World of Work (WoW) model and the Great 8 Competencies (Kurz & Bartram, 2002). After a brief stint at Career Harmony, a Manpower subsidiary, he joined in 2004 the 'Dream Team' at Saville Consulting spearheading the development of 50 ability tests and the Performance 360 feedback tool as well as the Team Role report for Saville Consulting Wave. At Cubiks he developed half a dozen products in 6 years and architected talent management solutions across personality, ability, and competency assessments. At HUCAMA he led the development of the HUCAMA FACTORS suite consisting of Personality, Ability and Competency Factors ranges. His MSc Industrial Psychology dissertation on rule-based item generation was supervised by Prof Dave Bartram and his PhD on ability testing supervised by Prof Ivan Robertson. He is a Chartered Occupational Psychologist (2001) and Principal Certified Business Psychologist (2022) with more than 150 publications.

Dr. Declan Woods: *CEO teamGenie*

Declan is a Chartered Psychologist, holds a doctorate in researching teams, and is an accredited Master Team Coach. He volunteers as the Global Head of Team Coaching for the Association for Coaching (AC) and created their team coaching standards. Declan leads teamGenie – a global consulting company specializing in designing, coaching, and developing teams – and is the creator of the team diagnostic tool, teamSalient. Alongside this, Declan is Professor of Leadership Practice at King's College London (KCL), and the author of the acclaimed book, 'The Triumphant Team' – a self-help book for leaders and their teams (see www.triumphantteams.com) published in October 2022. Contact: declan.woods@teamgenie.com / www.teamgenie.com / www.teamsalient.com

Booking Details

Tickets for this event cost: £6 for members, £25 for non-members* and £8 for students.

Reserve your place and pay online via Eventbrite here: [Eventbrite Booking](#)

Refunds: If you need to cancel your place, or wish to rebook for another event next year, you can do so via Eventbrite at any time. If you have any queries please contact our Event Coordinator, Trish at: trish@psychometricsforum.org.

Continuous Professional Development

CPD certificates will be emailed to all attendees after the event.

***Note about membership:** *Membership of the Forum runs from 1st February to the 31st January in the following year. Those who join part-way through a year will have their fee adjusted pro-rata to bring them in sync with the next annual cycle:*

<https://psychometricsforum.org/membership-of-the-forum/>.

We are sure you will find this a particularly valuable day and very much look forward to welcoming you online.

Yours sincerely

Tameron Chappell

Chair of The Psychometrics Forum

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Upcoming Events

TPF Events in 2023

Look out for announcements about our special event in November: The Psychometrics Forum Sundance Film Festival, a series of curated video+discussion sessions to challenge and entertain you!