

## TEAM STRENGTHS & UNIQUE VALUE PROPOSITION (UVP)

Purpose	The purpose of this session is to identify the strengths of your individual team members and start to articulate your team’s unique value proposition (UVP).												
Outcomes	<p>At the end of this session the team will:</p> <ul style="list-style-type: none"> <li>• Have celebrated individual strengths and the value each team member offers</li> <li>• Understand the team’s UVP</li> </ul>												
Session at a Glance	<p>Designed to be a 60-90min session – note session plan timings are set up for a 60min session, adjust accordingly based on team size.</p> <ul style="list-style-type: none"> <li>○ <b>Set up:</b> Welcome team, provide context, purpose and session overview</li> <li>○ <b>Individual Strengths Activity:</b> Personal share back and team affirmation of strengths</li> <li>○ <b>Team UVP Discussion:</b> Explore unique value proposition of the collective team</li> <li>○ <b>Close Out:</b> Team take-outs and opportunities to revisit</li> </ul>												
Support Tools	<ul style="list-style-type: none"> <li><input type="checkbox"/> Pre-prepped whiteboard / flipcharts <ul style="list-style-type: none"> <li><input type="checkbox"/> Team strengths table</li> <li><input type="checkbox"/> Collective team strengths (UVP)</li> </ul> </li> <li><input type="checkbox"/> Sticky notes</li> <li><input type="checkbox"/> Pens / Markers</li> </ul>	<table border="1"> <thead> <tr> <th>Person A</th> <th>Person B</th> <th>Person C</th> <th>Person D</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Person A	Person B	Person C	Person D					<table border="1"> <thead> <tr> <th>Collective Team Strengths (UVP)</th> </tr> </thead> <tbody> <tr> <td> </td> </tr> </tbody> </table>	Collective Team Strengths (UVP)	
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Pre-Session Team Reflection	<p>Prior to meeting ask team to reflect on and come prepared to share the following:</p> <ol style="list-style-type: none"> <li>1. <b>Personal strengths</b> they bring to the team (encourage individuals to reflect on 3-5)</li> <li>2. Examples of their <b>colleague’s strengths</b> and the value they each bring to the team (minimum of 2 examples of strengths to affirm and provide to each team member)</li> </ol>												

## SESSION GUIDE

Agenda	Details	Owner & Tools
<p><b>Intro / Set the scene</b></p> <p>3 mins</p>	<p>Address the current state of uncertainty given the Evolving Transport Transition.</p> <p><i>‘It’s great to have everyone together today, welcome. I recognise that the announcement of RMS’ amalgamation with Transport may have caused a level of uncertainty for some of you. Whilst for some of you this announcement may be an exciting and welcomed change, each one of us deals with change differently and that is ok.’</i></p> <p>Explain the importance of taking the time to recognise and celebrate the strengths of each individual within the team.</p> <p><i>‘Today we will be reviewing our strengths and value that each one of us brings to the team and ultimately to Transport. In this time of change it is important that we come together and support one another. Just as importantly we should take the opportunity to arm ourselves with the understanding of our own unique value proposition.’</i></p>	<p>Leader</p>

	Understanding your team's UVP is good for team morale and highlighting individual strengths may help to ease individual uncertainty during this time.													
<b>Activity:</b> <b>Individual strengths</b>  35 mins	<ol style="list-style-type: none"> <li>Give team 5mins to write pre-session reflected peer affirmations on separate post it notes and stick under the corresponding team mates name</li> </ol> <table border="1" data-bbox="395 371 1227 663"> <thead> <tr> <th>Person A</th> <th>Person B</th> <th>Person C</th> <th>Person D</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <ol style="list-style-type: none"> <li>Using a growth mindset, team member to share several personal strengths</li> <li>Ask a different team member to read out the views and recognised strengths from their colleagues, reinforcing self-reflected strengths where possible</li> </ol> <p><b>Note:</b> Determine approx. how much time needed based on team numbers e.g. 6 team members @ 5mins each = 35mins in total for this segment. Depending on team size they will be able to read through all strength affirmations or may just have to pick several to share back to the wider team.</p> <ol style="list-style-type: none"> <li>Repeat for each individual in the team</li> </ol>	Person A	Person B	Person C	Person D									All Pre-prepared: <b>Team strengths table</b>
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<b>Activity:</b> <b>Team UVP</b>  20 min	<p>Once each individual's strengths have been discussed facilitate a discussion collating collective strengths and exploring what the team's UVP may be.</p> <p><i>'A Unique Value Proposition is a clear statement that describes the benefit you (an individual/team/company) offers. It describes how you solve your customer's needs and what distinguishes you from the competition – or in our case any other team within RMS/TfNSW. Now that we have reviewed the strengths of each of us as individuals let's try and articulate our Team UVP. What does the amalgamation of all of our strengths bring to our clients and stakeholders / to our customers / to the wider Transport entity?'</i></p> <p>Ask individuals to contribute thoughts to the brain storming and capture ideas on a white board. Your team's UVP can be a paragraph statement, a tag line or bullet points. Stress that this does not need to be perfect, this is just an opportunity to connect the team to the value as individuals and as a team they add now and as they move into the future.</p>	All, led by Leader Pre-prepared: <b>Collective team strengths</b> Collect themes, ideas and input												
<b>Check out</b>  2min	<p>Thank the team for their participation and highlight the importance of creating an open and safe environment for these kinds of discussions. Ask the team how they are feeling after reviewing their collective strengths and [time permitting] their biggest take outs from the reflection and feedback.</p> <p><i>'What was useful / great about exploring strengths as a team? How has this session changed the way you were feeling about the current changes?'</i></p> <p>Invite individuals to take their strength affirmation post its so they can review, reflect and build upon them as they continue to move into the future.</p>	Leader												