



UNIFY

BRINGING TEAMS TOGETHER



Bringing Teams Together Again

After the last two years many organisations and individuals are struggling to re-align, reconnect, and get the balance right. Teams are adjusting to constant change and that brings challenges, obstacles, and opportunities.

Now more than ever it is important that teams foster an awareness of individual differences and working styles to work better together for high performance. We all adapt to change differently, make decisions differently, and are energised differently and it's about embracing and working with these differences not bypassing them.

Not getting the balance right and awareness around this, regarding ourselves and others will have short, medium and long term impacts for individuals, teams and the organisation.

Visible indicators within your team may include some, or all, of the following:

- Poor team identity & disconnection
- Low trust, high conflict
- Dissatisfaction & disengagement
- Poor communication
- High turnover & retention
- Low morale & impact on culture
- Stress & burnout

What can Unify do for You and Your Team?

Unify offers a customisable approach depending on your needs that includes team facilitation and coaching, leveraging highly renowned psychometric assessments and 1 to 1 developmental coaching.

Assisting individuals and teams to increase their awareness of themselves and others, gain clarity and reconnect with their values, purpose and strengths and collaborate more effectively together. The programme includes:

- How frustrations & perceptions shape interactions & behaviours
- Team strengths and blind spots, how to avoid potential pitfalls
- Using appropriate Team Development models to explore how we
 - communicate,
 - make decisions,
 - manage stress and change,
 - ensure high trust - low conflict
- Clarity of purpose and values - developing or recommitting

We work with each client to understand your specific pain points and then customise and tailor a programme to match your needs.

About us

Aideen Shannon & Margaret Quane have backgrounds in Human Resources, Organisational & Leadership Development. Both are chartered members of the CIPD. They are both certified coaches with the ICF and EMCC respectively. They are certified practitioners with MBTI and are qualified in several other psychometrics and tools accredited by the British Psychological Society. They have over 35 years' experience in a variety of sectors including Pharma & Bio Tech, Technology/Cybersecurity, Shared Services, Financial Services, Healthcare and Food Manufacturing.

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"Every organisation around the world is increasingly reliant on greater teamwork to cope with growing challenges, greater complexity and uncertain environments". - Professor David Clutterbuck and Professor Peter Hawkins, both authors and thought leaders on leadership, Teams and Team Coaching