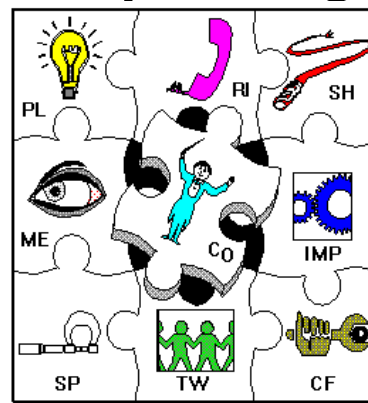




*Transforming  
the Performance  
of People*

## The Belbin e-interplace Team Role profiling System



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## **Background**

Over a period of over 25 years Dr Meredith Belbin has researched the subject of "Team Roles" - clusters of behaviour that relate to an individual's natural tendencies in the way they interrelate with others.

Dr Belbin's team role model is now used extensively throughout the world to help bring about improvements in personal and team performance.

The Interplace computer-based assessment system was introduced to handle the many variables and provide reliable advice on the complex issues of how individuals and teams can be made more effective.

The latest e-interplace system is much more than a team building tool, it is an integrated human resource management system which is now used by over 1800 organisations worldwide.

## **How Does e-interplace Work?**

e-interplace integrates data about people and jobs - data gained through a well proven questionnaire procedure comprising self-perception, observer assessments and job requirement evaluations.

e-interplace adds, collates and normalises the information obtained. It then provides comparisons between data received and normative data based on a large volume of research and commercial material.

A filter system offers protection against unreliable inputs thus enhancing the validity of the outputs. As a result a clear and reliable interpretation is possible offering distinct advantages over any non-computerised system.

## **e-interplace is Easy to Use**

The programme is extremely easy to use with logical menus providing a simple means of inputting and accessing data. Virtually anyone can be trained to use every facet of the system within a day.

Because e-interplace is an "expert" system which uses a behavioural model no formal psychological qualification is required.

## **Who Uses e-interplace?**

Thousands of organisations around the world use the reporting capabilities of e-interplace. These include the Red Cross and the United Nations support agencies, international companies such as Airbus, GE, GlaxoSmithKline, Pfizer, and Vodafone and in the financial sector, The World Bank, JPMorgan and RBS.

The public sector includes the Ministry of Defence, the National Health Service, the Prison Service the RAF and the UK Police. In the education sector respected organisations such as Fukuoka Business School, Henley Management College, Paris University and Stockholm University Business School.

In short, there is no sector and no type of business that cannot benefit from using the reporting capabilities of the e-interplace system.

## How Will e-interplace Help You?

e-interplace provides advice on complex human resource issues in a few seconds. It has become widely recognised as a tool that provides reliable information which helps unravel the mystery of why people may disappoint in one job, for which they are apparently well equipped, and yet perform highly in another job for which they may have been regarded as ineligible.

The system is a valuable diagnostic and advisory tool that will provide help with:

- Improving self awareness and improving trust, understanding and cooperation between individuals
- Providing individuals with feedback and personal counselling to assist personal development and career planning
- Fostering high levels of mutual understanding and building productive working relationships between work colleagues
- Selecting and developing high performing teams
- Diagnosing possible causes for team under-performance.
- Discovering special talents and aptitudes among employees that may not otherwise have been spotted
- Minimising the chances of appointing misfits when making placement and selection and development decisions

### **e-interplace is a Comprehensive Package**

The system comes with an activator (dongle) providing access to 200 individual reports and unlimited job and team reports. As the reports are used they can be topped up as required.

Included in the e-interplace package is:

- Background information - Dr Meredith Belbin's two best-selling books "Management Teams Why They Succeed or Fail" and "Team Roles at Work"
- The software on a CDROM for use on any PC with a 486 processor or higher, 128mb RAM, Windows 7.0, Vista, XP, 98, ME, 2000 or NT, 60mb hard disk space and CDROM drive. (Alternatively, the Belbin server hosted software may be used rather than installing it on your own PC.)
- The facility to print all of the Belbin assessment forms for completion in paper format or to email them for completion plus an option to complete the Self Perception Inventory and Observer Assessments online. Using the latter option the data is easily imported into the system thereby saving time on manual data imputing.
- Three audio/slide presentations by Dr Belbin covering:
  - The history and application of Team Roles.
  - The workings of a team.
  - Creating an effective team.
- Comprehensive user manual and a free technical support service.

## **How Much Does e-interplace Cost?**

The complete e-interplace package described on page 3 costs £3000

Additional blocks of individual reports can be bought at a cost of £10 to £13.50 each depending on the quantity ordered.

## **What Other Help is Available?**

CERT, in conjunction with Belbin Associates and a network of distributors throughout the world, provide purchasers of the e-interplace system with a comprehensive support service to ensure that their investment delivers a proper return - by way of enhanced performance.

This support includes a free telephone help service to deal with any problems and difficulties and to answer queries relating to the use and applications of e-interplace.

Other support services provided on a chargeable basis include:

### **Installation - £75 plus travel**

Although installing e-interplace is very simple we provide an installation service for clients who do not feel confident about installing the software. The price includes setting up the programme and testing.

### **User Training and Accreditation - £895 per person**

This service is provided to ensure users are competent in using e-interplace.

The 2 day accreditation course is conducted by Barrie Watson, who works closely with Dr Belbin in helping organisations apply the Belbin concept and tools to bring about improvements in human resource management, personal development and team working.

The cost of this ranges from £250 per person for a two day in-company course for 6 people to £895 for attending a two day open course.

Accreditation is highly recommended but not compulsory.

### **Team Building Workshop - Cost £1050 per day plus expenses**

To help introduce the Belbin model and demonstrate the uses and applications of the e-interplace system a team building workshop is offered.

This may be used to demonstrate the benefits of the Belbin model and e-interplace to senior decision makers or other key people.

Other training and consultancy services are available to meet the specific needs and circumstances of clients. Following discussion we will be pleased to provide you with a proposal and quotation.

The above services are provided by CERT Consultancy & Training in collaboration with Belbin Associates.

## **Other Support Materials**

We are often asked what else is needed to complement e-interplace. The answer is "very little" because it is a comprehensive package.

There are however four items that have proved to be very helpful to clients:

**How to Build Successful Teams The Belbin Way** - A CD ROM by Butterworth Heinemann that explains all about Belbin Team Roles and how to build successful teams. Priced at **only £85.00** this is a highly cost effective way of explaining Team Roles for organisations who have CD ROM facilities.

**Contribute** - Devised by Nigel and Meredith Belbin, this Team Role game provides a stimulating and enjoyable opportunity to experience the application of the Team Role model. **Cost £445**

**Co-operate** - An active learning exercise designed by Belbin Associates that is both fun and effective in demonstrating the need for co-operation and collaboration within a team. **Cost £545**

All the above can be supplied by CERT and previewing facilities are available.

Please Note: All prices quoted in this document are subject to VAT where applicable.