



# TEAM ADAPTABILITY

## Ready for the storm with a strong and agile team

Our society is accelerating and recent events have had a major impact on our way of working together.

The complexity and impact of numerous changes affect us, not only as individuals, but also as a team.

During our Team Adaptability program, we zoom in on the complexity in which the team finds itself and we work with them on the priorities for the next period.

Our Loop Methodology guides them to a supported solution but also teaches them a way to find solutions themselves for challenges that will arise in the future.

# Why?

The past crisis has challenged and confronted your team. Because the new normal is not the old normal, we should not look away from this, on the contrary. But how do we answer wisely? How do we organize ourselves? How do we strengthen ourselves and each other?

During our Team Adaptability program, we set out together and from the complex environment in which the team finds itself we distill the priorities to grow as a team, to be stronger and more agile. In this way, the team will be able to deal with the far-reaching complexity and changes more successfully.

Focus: where are the bottlenecks?

Collaboration: what works for us?

Collective outcome: Optimal functioning and sustainable employability.

In this way we work on our adaptability, our strength as a team as well as on the well-being of each team member.

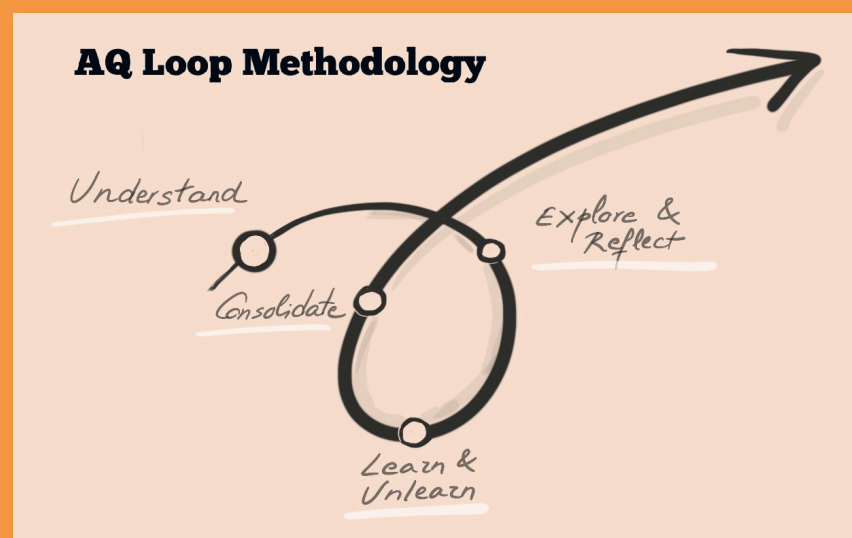


# How?

After a good understanding of the complexity in which the team finds itself, we start with the basics, i.e. personal adaptability. On the basis of an AQ Assessment, each team member receives individual feedback.

The input from the intake and assessment is discussed with the team on the basis of the AQ Team Canvas. Together we look at what is going on and what needs to be tackled first as a team.

These priorities are captured one by one using our unique Loop methodology, which is also taught to the team as we go along. This methodology leads to reinforcement, improvement, and sustainable impact. In this way we enable the team and the individual to navigate further by themselves.



Understand: What are we up against? What are the consequences?

Explore & Reflect: What are the options? What are valuable alternatives? Are our actions effective? Can we adjust?

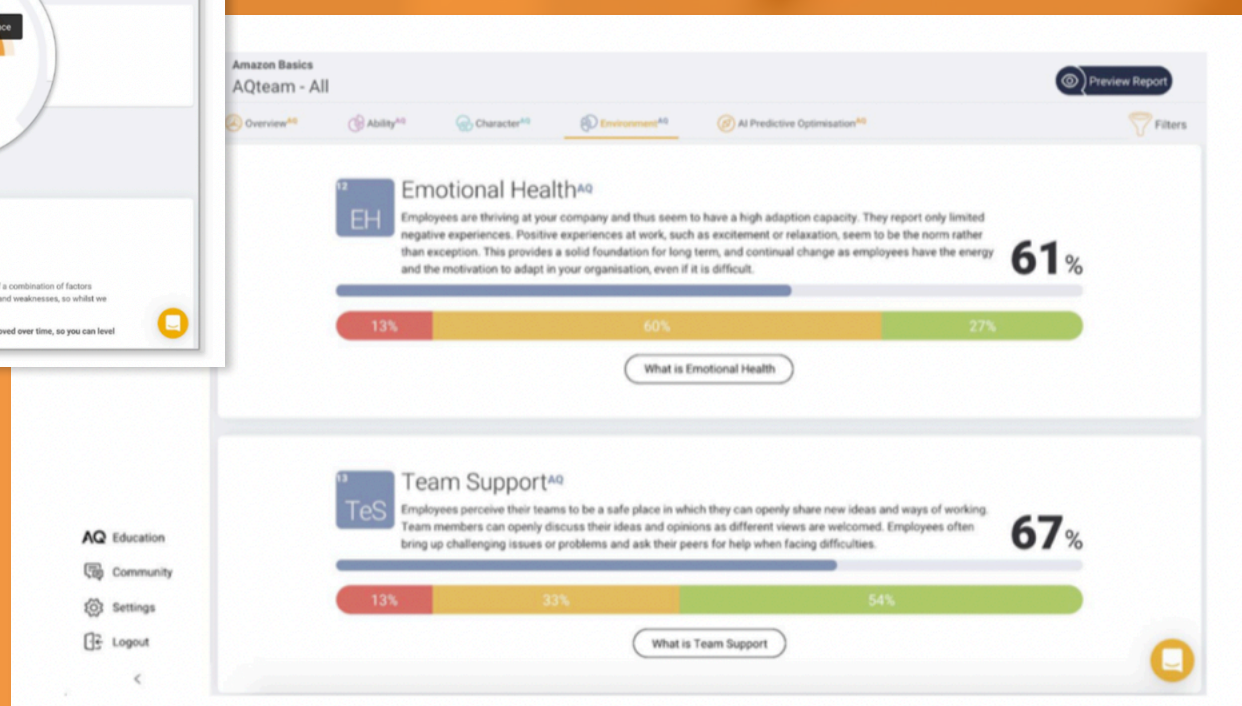
Learn & Unlearn: What must we learn and keep, but also, what must we unlearn, what does no longer serve us?

Consolidate: Evaluation and anchoring of the new situation.



# AQ Assessment

Our AI-driven assessment supports organisations and teams to gain insight into their adaptability and thus helps them to navigate teams more smoothly in this changing environment: no one should be left behind in the rapid and inevitable change that lies ahead.



AQme: Individual insights into adaptability according to 3 dimensions:

Competencies: Who adapts and why?

Personality: How and to what extent does someone adapt?

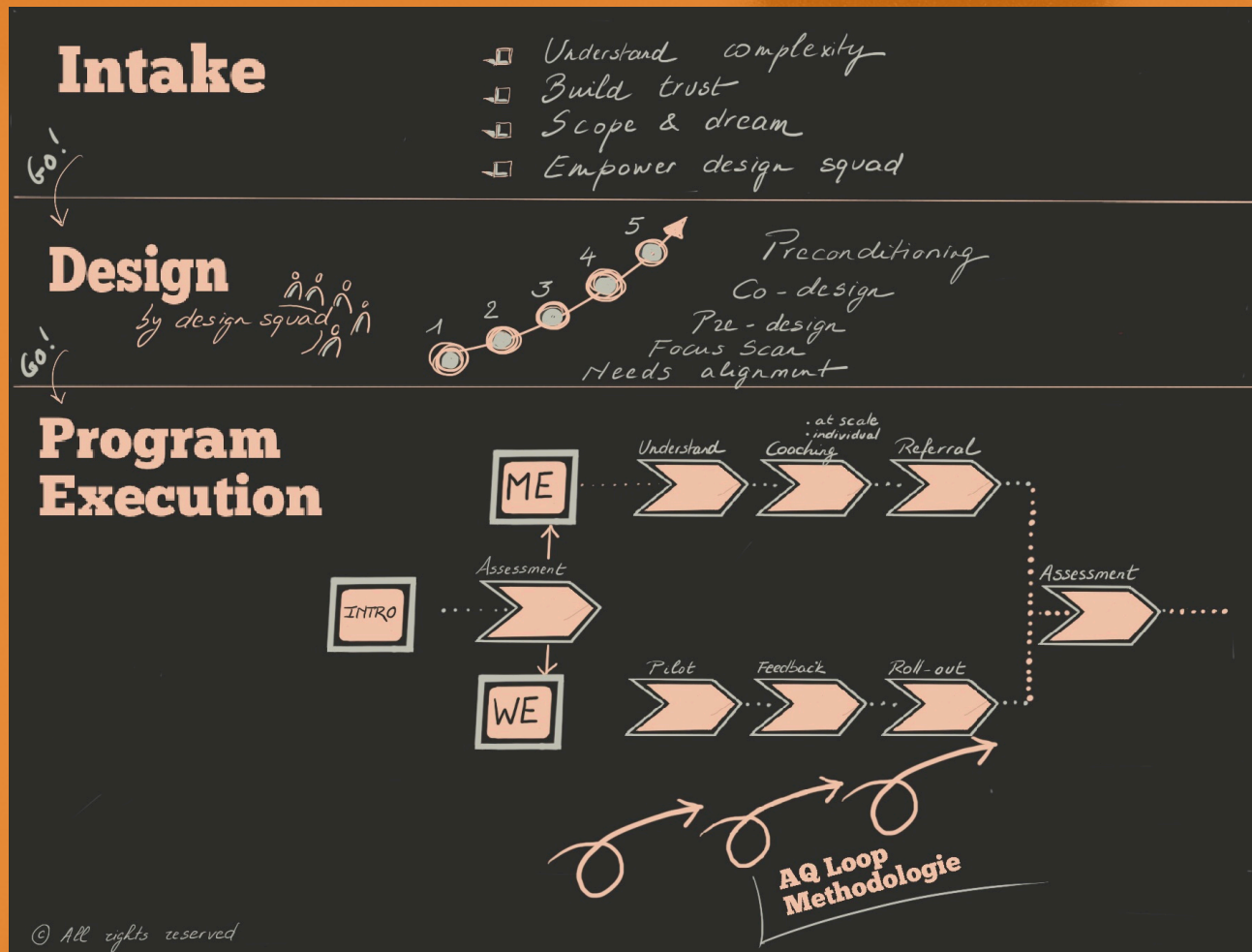
Environment: When does someone adapt?

AQteam: AQme data is consolidated and analyzed and leads to unique insights into your team's collective AQ: how you can stimulate the team to be ready for the future?



# Steps?

To guarantee our impact, we follow a validated step-by-step plan, from design to implementation. These steps are always in full co-creation with the customer and their design squad and are carefully documented and communicated.



## Me and We

During the execution of the program we follow a ME and a WE track. We will work with the topics that are important to the team, but we will also challenge the team members to personal development. In this way we build the team without losing sight of the well-being and development of each individual. Both tracks are followed by our professional coaches.



# AQ brigadiers

Our AQ brigadiers have the experience to work with teams and leaders to increase the ability of each individual and the team. One of these brigadiers, or a duo, can facilitate you from A to Z.



Tim Vermeine

Co-founder  
AQ Brigade and co-  
author of the book "AQ,  
living lighter, working  
smarter"



Rudi Francken

Co-founder  
AQ Brigade and co-  
author of the book "AQ,  
living lighter, working  
smarter"

Bio's: [www.adaptieveintelligentie.be/netwerk](http://www.adaptieveintelligentie.be/netwerk)



De AQ topics are subsidised by the KMO portefeuille as well as the werkbaarheidscheques.

More info about our offering:

<https://en.adaptieveintelligentie.be/contact>



[www.adaptieveintelligentie.be](http://www.adaptieveintelligentie.be)