



ESI TEAMS is a tool that improves the effectiveness of your team and provides a mechanism for generating high performance. **ESI TEAMS** can be applied to functional as well as project based teams.

ESI TEAMS works to identify factors that exist within a team. These factors may *Support* or *Inhibit* a team's cohesiveness, effectiveness and efficiency. An integral component of this process is the development of trust between each team member.

Underlying, unidentified factors such as anger, politics or isolation, may be *inhibiting* the team from progressing; while *supportive* factors such as praise, trust or, focus may exist without recognition. **ESI TEAMS** works by identifying the factors which are often unspoken and yet contribute to problematic situations that often go unresolved.

The **ESI TEAMS** process is conducted by a qualified **ESI PARTNER** who is experienced in application of the **ESI mapping tool** at both an individual and team level.

The **ESI TEAMS** process has evolved from ego state theory which originated from the work of Freud, Federn and then Watkins, and is based on the assumption that one's personality is composed of groupings of separate states. These states are created according to need, and continue to be active or available to varying degrees in a variety of situations. Ego state personality theory has implications relating to some of our basic understandings of the nature of the mind.

The **ESI TEAMS** process has been used with the following results ...

- Higher levels of productivity through behavioural change
- Financial gain through constructed decision making processes from the team
- Team harmony and a genuine desire to achieve
- Self awareness that equated to both personal and team growth

The benefits of applying **ESI TEAMS** are:

- Greater cohesion with increased productivity
- More understanding of self and others
- The realisation, acknowledgement and correction of inappropriate behaviour
- Decision making processes are made easier
- Opportunities and risks for a team to move to a higher level of productivity are uncovered
- Conscious, guided self development both individually and as a team

ESI TEAMS unifies team members; creates high performance; generates cohesively and constructively to produce quantifiable outcomes or results.