

A wealth of understanding of personal engagement, motivation, achievement and resultant wellbeing comes from the discipline of psychotherapeutic work with individuals.

At a group or team level, these same modalities are used effectively either to help new teams bond or to engage, motivate and “heal” *dysfunctional, under-performing* or *demoralised* teams. Team Healing provides progressive, integrative solutions based upon the group or team’s shared development of beliefs and values.

These team or group beliefs and values may be expressed, for example, in terms of:

- 🌀 more **engaged** people, creating
- 🌀 **committed** work practise, leading to
- 🌀 **sustainable** returns to the organisation in terms of productivity, and
- 🌀 a **healthier** “bottom line”.

Many people come to work with a different mindset to that which they use in all other contexts; thus a good partner and parent may become arrogant, manipulative and impatient at work. By making team, group or corporate values overt and widening the frame of reference they begin to make choices that are more closely aligned to their own sense of identity at its best.

When people become conscious of applying their own values to overt work-ethics there is:

- 🌀 a **productive** sense of purpose
- 🌀 a **desire** to succeed
- 🌀 **synergy** created with other like-minded team members
- 🌀 a feeling of **congruency** in work/life balance.

The aim of the 3CCCs programme is to highlight key ethics of the organisation and move through cycles of personal value-awareness in order to close any gap between these personal values and the observable behaviour/performance at work.

A typical set of corporate values might include, for example, being supportive, nurturing talent, developing self, communicating clearly, listening well, being slow to judgement, honesty, dealing openly with conflicts (as well as abuse, aggression & stress) and exceeding expectations.

Most people would agree that these values also represent their own “ideal” of how they would themselves like to be perceived – so why do they not follow them at work?

A business is not composed of “they” or “them”, it is , and create the environment that deserve through group interaction and behaviour. By bringing personal values into the foreground, marrying them to corporate requirements, bring personal well-being to ourselves which share through actions with colleagues. provide more productive returns to organisation through commitment and engagement.