



MIRROR MIRROR™



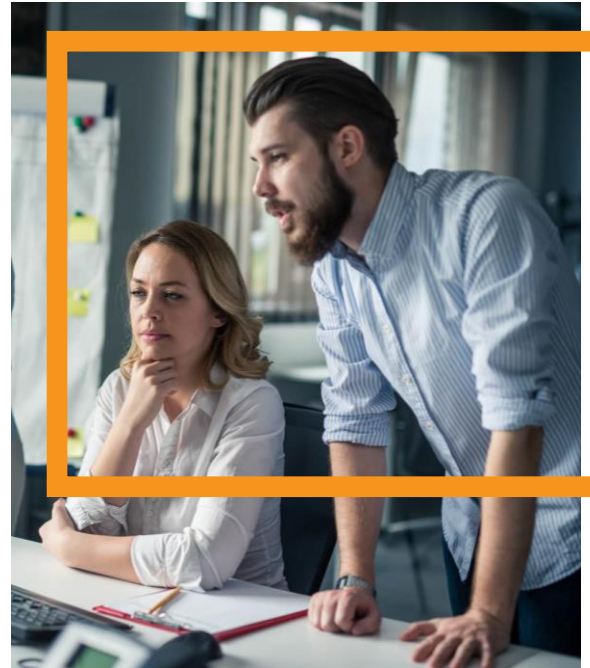
Introduction

The power of **reflection** as a driver of team effectiveness

Mirror Mirror is a new process to improve team effectiveness. It tackles obstacles to performance by clarifying how individuals perceive their team situation, and identifying their values and preferences. The combined picture shows where the team is aligned and misaligned, highlights issues and gaps, provides insights into the team's diversity, and draws out new ideas and solutions.

By developing a shared reality, teams can create and deliver a plan to improve their effectiveness.

Using trained coaches, Mirror Mirror gives all members of the team an opportunity to be heard and to appreciate the views of their colleagues. It creates space for reflection, learning, and understanding about the team's common purpose and objectives.



Where it most adds **value**

Mirror Mirror can involve teams of any size and is best used for:

- accelerating the on-boarding process for new teams or team members
- bringing more familiarity of the team and situation to virtual team members
- helping teams achieve higher levels of performance
- moving teams through periods of change and transition.

How **long** it takes

The process involves preparation of 2 – 3 hours per person, plus a workshop of 0.5 – 1 days.

In between, the report creation and workshop design can be delivered within 1-3 weeks, based on team size and participant availability.



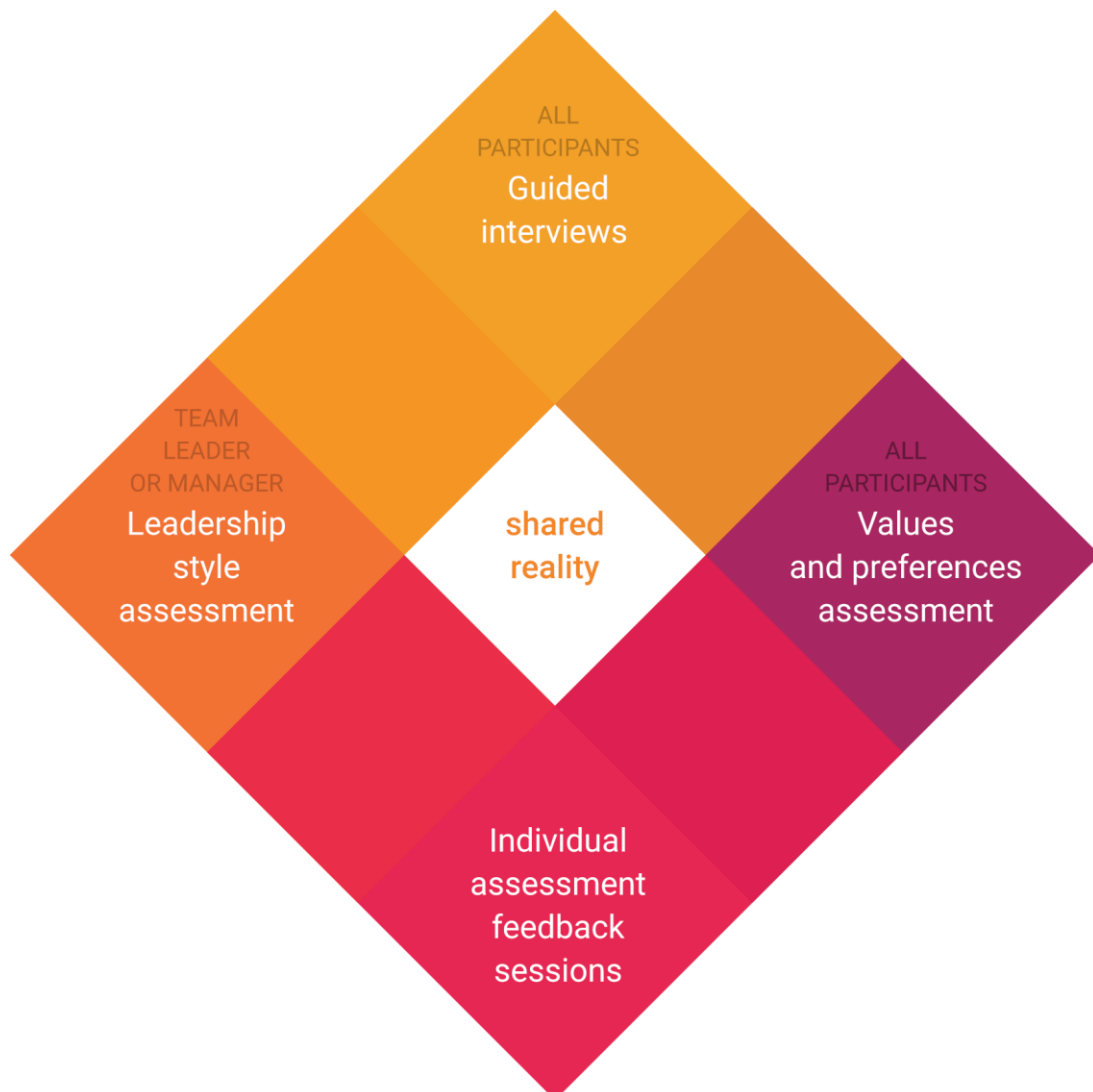
Outcomes for the **Team Leader**

The Mirror Mirror process is customized to support your team objectives. At each stage, our coach consults with you to follow your direction and discuss which options you'd like to take.

Mirror Mirror supports you in:

- ✓ Engaging your team
- ✓ Getting new inputs
- ✓ Spotting opportunities and gaps
- ✓ Bringing new and virtual team members closer
- ✓ Preparing your team to go to the next level
- ✓ Developing a shared action plan.

The process involves guided interviews and personality assessments with each team member so that we can build a whole picture of 'where we are now'. This is the starting place for a customized workshop.



Assessing the diversity in the team

ENGAGEMENT TEAMWORK PERFORMANCE

Hogan* Assessments for all participants - along with a separate feedback call to talk through the results – can be integrated into the process to provide a deeper picture:



ALL PARTICIPANTS including the Team Leader, receive a link to complete the Hogan Motives, Values, Preferences Inventory (MVPI), which describes a person's core values, and interests. This information is crucial for understanding the kinds of jobs and work environments people prefer in terms of Lifestyles, Beliefs, Occupational Preferences, Aversions, and Preferred Associates.



THE TEAM LEADER is sent a link to two extra Hogan assessments:

- 1) The Hogan Personality Inventory (HPI) and Hogan Development Survey (HDS), which explores the impression a person makes on others with his/her typical style of social behaviour; and the characteristic ways in which a person responds to increasing pressure, stress, or insecurity, and the way that person impacts others under such circumstances.
- 2) The Judgement Assessment, which describes how the participant learns, how they make decisions and how they react to feedback.

*Hogan is a US-based organization that has been pioneering the use of personality assessment to improve workplace performance since 1980. Today, Hogan assessments measure normal personality characteristics, career derailment risks, core value drivers, cognitive style, and decision-making with products and services in 56 countries and 47 languages.

The insights are combined and presented, identifying:

- 🕒 factors that people perceive as being important to the team and why
- 💬 how the team feels about these in terms of positivity and motivation
- 🔄 where views are aligned or misaligned
- 🔍 perceived gaps and issues and possible solutions
- 👥 opportunities to leverage diversity within the team

The findings lead to change recommendations in any one of the following areas:

- Leadership
- Communications
- Learning
- Team development (such as versatility or diversity training)
- Relationship building
- Collaboration within the wider organization
- Process or other operational improvements
- Organizational structure
- Research
- Wider context assessment work

TEAM REFLECTION

An away day or workshop is an ideal way to share the results with the team. An open agenda, with the time and space for dialogue and questions allows people to have a real conversation about their situation at higher level of clarity. People have a chance to feel heard and become more able to appreciate colleague points of view. They become more able to accept differences, agree, or compromise; and then can create new ideas and ways to move forward. Trained and experienced coaches facilitate this process.



The **benefits**

TEAM LEADERS

1. Gain visibility on current perspectives and personalities within your team
2. Become more aware of your personal leadership style and how it can affect the performance of your team in different situations
3. Learn more about how to engage with your team more effectively
4. Achieve whole team engagement, quickly and effectively
5. Progress towards your objectives, be that performance, innovation or change

TEAM MEMBERS

1. Get the opportunity to contribute feedback and share your views
2. Gain visibility on the perspectives and personalities of other team members
3. Learn more about how to adapt to changing circumstances, personally and as part of a team
4. Contribute to better team alignment, motivation and momentum
5. Get a clearer understanding of your role and impact on team performance

SPONSORS AND THE WIDER ORGANIZATION

1. Gain insights into this team's strengths, challenges and diversities
2. Better understand the style and priorities within the team
3. See the team develop with more effective engagement
4. Leverage the value generated from the team's improved cohesiveness and momentum
5. Contribute to better team alignment, motivation and momentum



How is Mirror Mirror **different** from other tools?



Leader **Assessment**

Find out more about how the leader works.



360 **feedback** survey

Find out more about how individuals are perceived.



Employee **survey**

Find out more about what people broadly think and feel.



Mirror **Mirror**

Align your team to a shared current reality, get clear on where you want to go next, and co-create a shared action plan to get there.

Immediate, actionable, measurable, customizable and repeatable.

MIRROR MIRROR data is structured into 9 main categories



EXTERNAL ENVIRONMENT



NATURE OF THE BUSINESS



ORGANIZATIONAL STRATEGY



ORGANIZATIONAL CULTURE



ORGANIZATIONAL CHARACTERISTICS



INTERNAL ORGANIZATION



STAKEHOLDERS



LEADERSHIP



TEAM MEMBERS

Designed by i2i Practical Communications, based in the Netherlands, delivered in partnership with 3 Minute Mile, a leading Teamwork and Leadership Development Consultancy, and authorised distributor of Hogan Assessment Systems and The Leadership Versatility Index® in the UK.

For more information go to www.mirrormirrorhub.com