



TeamsDNA[®]

Align people, goals and performance

An effective team relies on a clear vision and on knowing how each person contributes to the plan

The benefits of TeamsDNA for your business



Enhance Performance.

Understand what makes your team work well and what you can do to help your team **perform even better** in future



Drive Cohesion.

Understand if your team work together as a **cohesive** unit and empower them to **effectively face challenges**



Uncover Blind Spots.

Assess whether skill gaps exist within your team that need to be addressed to **achieve business objectives**



Develop Potential.

Measure your team's **potential and competencies** to perform at the level you need them to in the business

1

INDIVIDUAL
ASSESSMENTS

2

TEAM INSIGHTS AND
REPORT

3

TEAM ELEVATION
WORKSHOP

4

KEY FINDINGS AND
ACTION PLAN

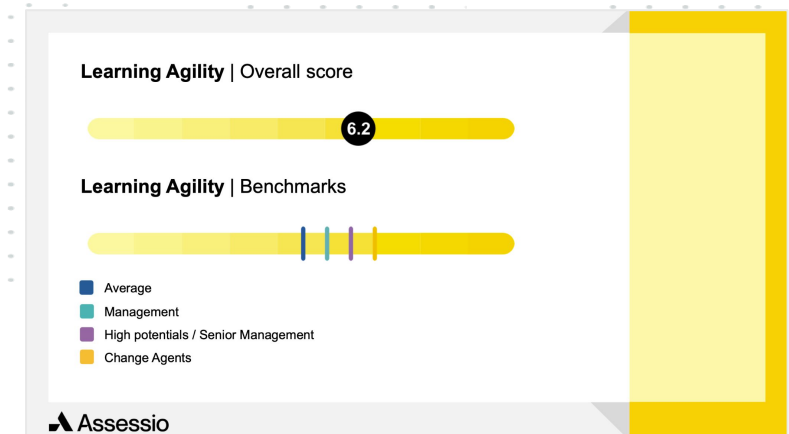
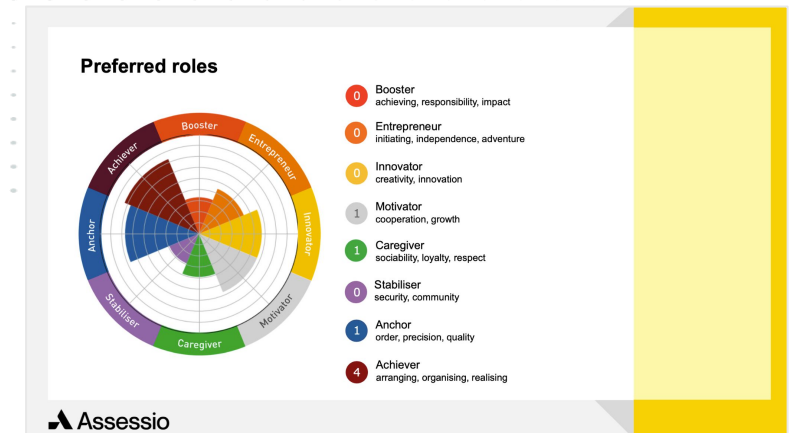
Get the most from your team

Each individual completes a short **assessment** covering all areas of potential, with immediate feedback.

Individual results are combined into a comprehensive **team report**.

A **team elevation workshop** translates these insights into greater self-insight, enhanced performance and better cohesion.

At the end of the process, there is a playback session with **key findings** and an **action plan** moving forward.





Customer Success

“ooba uses TeamsDNA to analyse our teams and make talent decisions. Everything from leadership development to performance management and team restructuring is underpinned by objective data. We are more cohesive and more effective as a result.

Most recently, TeamsDNA helped us get the first clear picture of the DNA of our top performing sales consultants. The data challenged a few perceptions of what we believed the critical competencies and motivations of our unique type of sales professional are. This has helped us make better talent development and hiring decisions going forward.”

- Linda Roos, Group Head of Human Capital at ooba



Customer Success

“My team and I have worked with Lumenii for the past five years. Our engagements were focused on how best to develop our agility to improve performance and self-awareness, to positively impact collaboration and team building.

As a leader, TeamsDNA gives me invaluable insight into each individual, as well as the team as a whole. This is an integral part of our annual team review, extending to the larger management team, and is a key focus area in strategic planning.”

– Siemi Prithvi Raj, Executive: Transfusion Donor Service & Marketing

TeamsDNA end-to-end process

Background Questionnaire

Insight into the team, it's **vision, values, goals and KPIs as critical context** for the team session (Day 1 - 1 hour)

Online Assessments

Completion of the online **Personality and Motivations assessments** (Day 3 to 10 - 40 minutes per person)

Workshop Preparation By Lumenii

Integration of team background and assessment outcomes by the Lumenii team in a facilitated workshop (Day 11 to 12 - 2 days of preparation)

Individual Reports

Providing each team member with their individual report, with summary **insights into potential, strengths and gaps** (Day 13 - Immediately available)

Team Insights & Workshop

Unpacking the integrated team feedback and **aligning the insights to the team's goals** in a 3 to 4-hour workshop (Day 13 - 3 to 4-hour workshop)

Key Findings and Action Plan

Findings report and action plan discussed with the organisation's management team and/or the team (Day 28 - 1 to 2 hours)

What is measured?



Motivators

Uncover what energises your **employees** to understand what drives their behaviour. With this, managers can more **easily foster development**.



Role Preference

Identify preferred motivation combinations (roles) to provide insight into how your team can **collaborate most effectively** with people with different motivations.



Competencies

Understand your employees **strengths and weaknesses**. Each competency shows how much **aptitude the individual has for further development**.



Learning Agility

Measure whether employees have the qualities and **potential required** both now and in the future to **effectively fulfil their role and take your organisation forward**.

1

INDIVIDUAL
ASSESSMENTS

2

TEAM INSIGHTS AND
REPORT

3

TEAM ELEVATION
WORKSHOP

4

KEY FINDINGS AND
ACTION PLAN

Individual assessments

Assessments take +- 40 minutes to complete.

Individuals get instant access to their results, providing:

- Enhanced **self-awareness** for individuals
- Greater focus on areas of **strength and development**
- **Insight** into their relationship to the team

360-degree feedback and cognitive ability can be optionally added.

Your top 5 competencies



Your score on the top 5 competencies of the team



Your preferred roles



Achiever
arranging, organising, realising



Anchor
order, precision, quality

1

INDIVIDUAL
ASSESSMENTS

2

TEAM INSIGHTS AND
REPORT

3

TEAM ELEVATION
WORKSHOP

4

KEY FINDINGS AND
ACTION PLAN

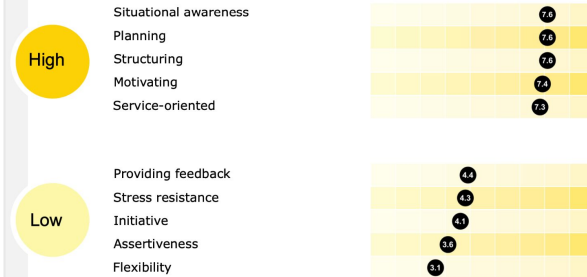
Team insights and report

Individual results are automatically combined into a team report.

The report covers all relevant areas of potential, providing:

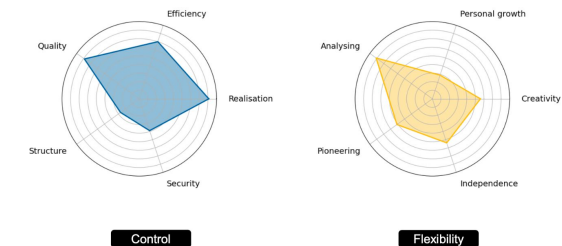
- **Mutual understanding** of the team's collective qualities and dynamics
- **Strengths** to capitalise on and **gaps** to address
- Guidance on **managing each member** in the context of the team

Competencies | Team Potential



Assessio

Motivations profile | Control & Flexibility



Assessio

Lumenii

1

INDIVIDUAL
ASSESSMENTS

2

TEAM INSIGHTS AND
REPORT

3

TEAM ELEVATION
WORKSHOP

4

KEY FINDINGS AND
ACTION PLAN



Team elevation workshop

An expert-facilitated session with the team

Reflect on the team's potential and characteristics against their environment, demands and goals.

The workshop covers:

- What **success** looks like for the team
- What they are naturally **good at**, and what they may **struggle with**
- How they handle **change** and new challenges
- What **drives** them and what **demotivates** them
- How their qualities compare to their **goals**
- How insights can be translated into **actions**

Lumenii

1

INDIVIDUAL
ASSESSMENTS

2

TEAM INSIGHTS AND
REPORT

3

TEAM ELEVATION
WORKSHOP

4

KEY FINDINGS AND
ACTION PLAN



Key findings and action plan

Reflections on the team and process by our psychologists, including an action plan.

Lumenii's psychologists support business leaders with **professional insights** about the team and **next steps**.

The key findings report combines team **insights** and standout **observations** from the workshop, with a checklist of **actions** moving forward.

TeamsDNA outcomes can be addressed internally or alternatively our team is available for **support**.

Lumenii

TeamsDNA® Pricing

5 pax
R39,000

10 pax
R58,000

15 pax
R80,000

We cater to additional team sizes upon request. Our TeamsDNA® workshop includes online assessments, individual reports, team report and feedback, as well as a professionally facilitated workshop by Lumenii.

Please [fill in our provisional workshop booking form](#) with details about your team and we will be in touch with a quote.

Click Here To Book

Click Here To Speak To An Expert Facilitator

We invest in understanding your needs, and partner with you to **transform your talent**. Rapid results are just as crucial as long-lasting value.

Get in touch with Lumenii

info@lumenii.co.za

+27 10 276 0418

www.lumenii.co.za

[Book a meeting](#)

Lumenii