



from Don Porter Associates, Inc.

## e-interplace...Belbin's team role expert system that improves team effectiveness and results

### What is e-interplace?

e-interplace is a team role computer-based expert system that improves team effectiveness.

### What is a team role?

A team role is a tendency to behave, contribute, and interrelate with others in a particular way.

### What is the origin of the team role concept and e-interplace ?

The origin of the team role concept is described in the book "Management Teams: why they succeeded or fail" by Dr. R. Meredith Belbin of Cambridge England. The team role concept is further described in Dr. Belbin's follow-up books, "Team Roles at Work" and "Beyond the Team" in which he develops his ideas further using feedback gained through the users of his work.

Dr. Belbin has identified nine team roles. As individuals differ greatly in personality and in behavior so will the team role profiles of individual vary.

The nine team roles for most people fall into three categories: preferred roles, manageable roles, and least preferred roles.

The research which Dr. Belbin conducted showed that the natural variations in different team roles of individuals can give strength to a team if they occur in the right combination and are used in an appropriate setting.

A need thus developed for a way to make these research findings available and useful. Belbin's team role expert system was designed and developed to fill this need.

### What are the benefits of e-interplace?

- identifies individual team roles
- offers advice on the suitability of people for working together in teams and for positions within an organization
- resolves the complex issues of how to get the most out of individuals and how to blend them into strong productive, well balanced teams
- optimizes team role mix in team selection, team development, and the way the team operates as a team
- provides support in creating and developing high performance, productive teams
- integrates data about teams, people and jobs by transforming all information-input into a compatible language based on the team role concept
- provides a new language to talk about teams and team effectiveness
- provides career counseling for individuals to help them make the best of their strengths and be aware of their weaknesses
- helps in the selection process when hiring and/or promoting people... matches people to jobs in terms of team role suitability
- assesses how well a candidate will fit into a team and establish a good working relationship with other team members
- evaluate the strengths and weaknesses of teams... determines the best way of using individual members in a given team

## What are the inputs and outputs of e-interplace?

There are four data inputs:

- **self-perception inventory**...individuals select and weight statements which they think most accurately describe their behavior in a team
- **observer assessments** – colleagues, subordinates, and or bosses select those adjectives which best describe the person being assessed
- **job requirements** – sixteen make or break features of a job are rated in terms that can be related to people characteristics
- **job observations** – the essential characteristics which produce success in a particular job and the ones which detract from it are identified

There are **eight individual reports**:

- team role profile
- assessment results in ranked order
- most highly rated observer words
- bar chart of observer words
- pie chart self-perception vs. observers
- personal work styles
- character profile
- counseling profile

There are **seven team / organization reports**:

- working relationships with other team members
- profile averages for organization/team
- self-perception inventories raw scores
- most highly rated observer words
- strong examples of team roles
- best candidate for specified team roles
- team role combination report

There are **seven job reports**:

- job direct profile
- job counseling profile
- job observations
- job search for candidate
- candidates matching job requirements
- candidate's suitability for a job
- candidate's compatibility for a job

Additional reports can be generated using the searching and tagging feature.

## What is unique about e-interplace? What are some of the design features?

– e-interplace is a computer based team role expert system that takes the data input, analyzes it and then generates twenty plus helpful, readable and understandable reports

– e-interplace normalizes, integrates, filters, and standardizes, and converts the data into a single language...stores database

– e-interplace measures suitability rather than eligibility

– the input/output relationships which are converted into computer reports are a consequence of e-interplace user's experience plus almost three decades of continuing research by Dr. Belbin

– self-perception inventories and observer assessments can be sent via e-mail and the completed questionnaires can be returned via e-mail and then imported into e-interplace eliminating the need for data entry...the reports can also be sent via e-mail in pdf files

– three lectures by Dr. Belbin are contained within e-interplace...slides accompany Dr. Belbin's voice to explain the key concepts surrounding team role theory

– e-interplace is limited life software which initially comes with 200 lives...a life is deducted each time a self-perception input is saved on the system...no lives are taken for the addition of observer assessments, job requirements, job observations, or the processing and printing of reports...additional lives maybe purchased when the initial 200 lives are used up

– e-interplace is available both as a stand alone version and as a LAN version

## For additional information and current costs please contact:

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