

Discover the Orange Belgium teaming squad initiative

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Orange & context of teaming creation



The context of teaming creation :

- A HR department willing to enhance its transformational & feet on the floor role
- Back to Office period post COVID making well being at the center of team member expectations
- New hybrid ways of working not facilitating team work & sense of belonging

Teaming WHY and needs answered



Purpose : We helps teams
maximize their potential

Through :
Efficiency solutions
Collaborative solutions
Engagement solutions

To support :
Teams
Team members
Managers
Organizations

With the teaming initiative we answered a large scope of needs such as **psychological safety, belonging, esteem or self actualization** for individuals & teams.

But we as well answered several company needs such as bringing **efficiency & innovation** through **continuous growth**, increasing **talent retention** and **decreasing costs**.

Teaming DNA

Go Agile : Prototype with clients, get feedback and scale !

Go sociocracy : The project & customer well being are at the center of all, forget about ego !

Everyone can coach : Extend your coach population to Business !

Don't miss the root cause : listen to the symptoms, deep dive and propose solutions addressing a pragmatic root cause !

Play ! : create a LEGO-like set of products that you can mix to create a tailored AND scaled solution.

Feedback is a gift ! : Constantly adapt & modify your strategy & products to match as much as possible business needs.

Teaming 2022 results

900 hrs of coaching

+150 missions

+500 Employees
supported



With 3 coaches (equivalent of 1.5 FTE on 2022) & 3 support coaches from Business

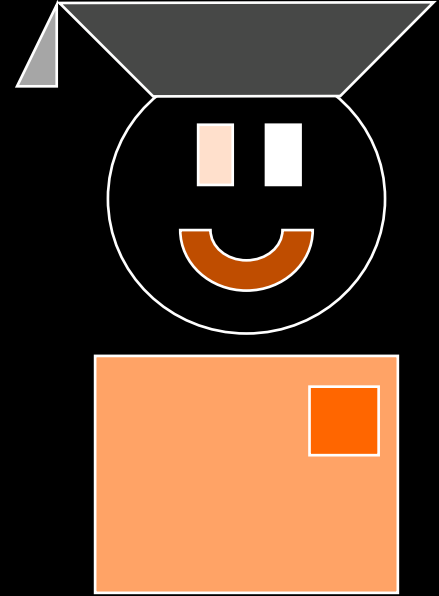
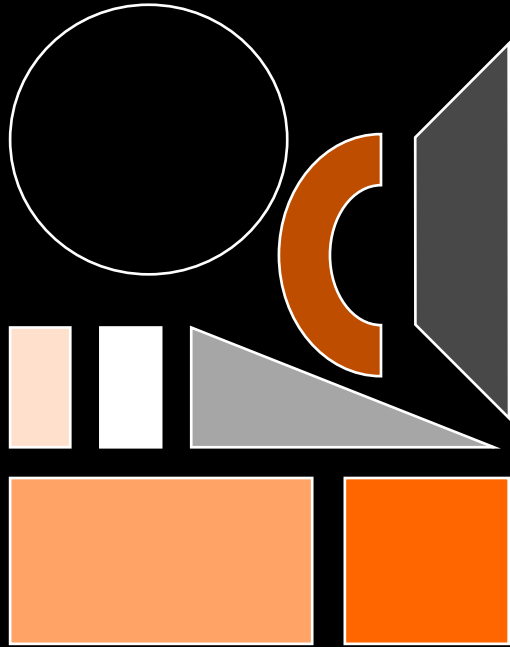


91% direct satisfaction
rate

80% Repeat business
rate

100% recommendation
rate

Teaming 2022 Recipe



Any questions ?

Thank you for your support !