



What is Team Collaboration Mapping?

Team Collaboration Mapping (TCM) is a structured process that helps teams organize work around people's strengths and improve how they collaborate.

TCM is a technique used by teams to figure out **how to use the unique strengths and capabilities** that individual team members have. Often a team doesn't have insight into the roles people naturally want to play. Instead, team members are given tasks that may in fact set them up to fail. TCM not only avoids this dynamic but also provides an avenue for people to discover their strengths and capabilities, leading to more engaged team members and a more successful and efficient team.

TCM facilitates:

- Clarity on a team's current reality: what is working well and where adjustments are needed
- A shared understanding of each person's strengths and how they influence the team
- Clear allocation of responsibilities based on strengths, roles, and interests
- Practical operating principles for how the team will work together day to day
- Stronger collaboration, higher engagement, improved team performance, and better business results.

Because the map captures how a team works together at a given point in time, it can be revisited as the team evolves, helping teams maintain clarity, alignment, and performance over time.

It works in three straightforward steps.

Step 1

Each team member completes a **Belbin Report**, which is a verified team strengths tool that helps people to understand their strengths and weaknesses.

Step 2 (optional)

Client team members review an **eLearning module**, to explain key concepts that will help them understand their Belbin Report and Team Collaboration Map. [Contact us](#) for access to the e-Learning materials.

Step 3

A 2-hour **team workshop** is facilitated by a consultant where discussions occur to help the team apply their learning and increase team effectiveness. A Team Collaboration Map will be compiled during the session.

A [Team Collaboration Mapping workshop slide deck](#) is available in the Resource Center. It can be used to facilitate this workshop and is customizable. The first half of the slide deck is theory-based to cover information for those who did not use the eLearning, or for facilitators who would like to review these concepts at the beginning of the workshop. The second half is the Team Collaboration Mapping process.

Organizing a workshop.

A separate document is located in the Resource Center which explains how to set up a Team Collaboration Mapping workshop, including purchasing Belbin Reports. [View the guide.](#)