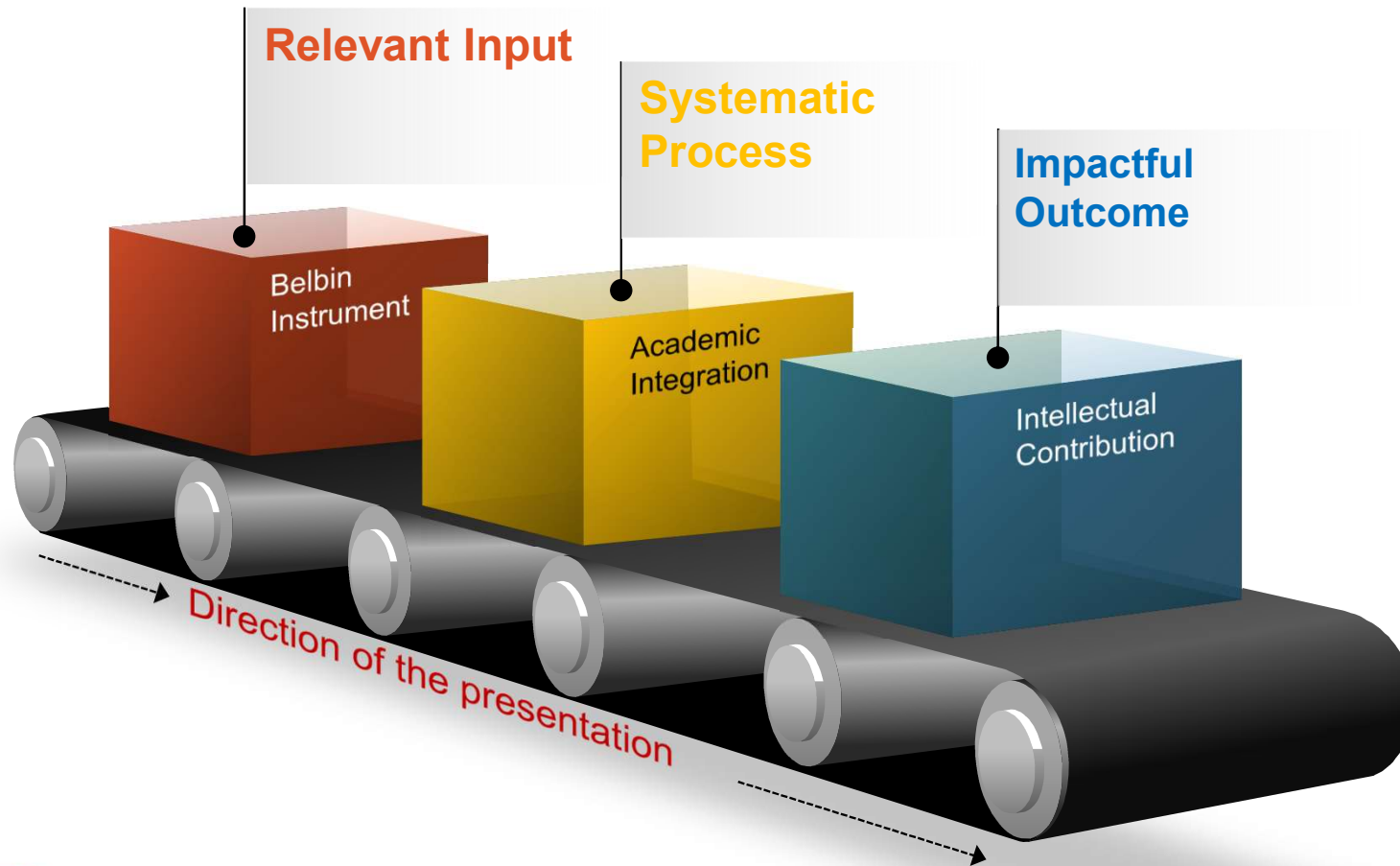


“Leveraging Belbin Team Roles to develop Industry Ready Professionals to have global and regional understanding.”



BELBIN[®]
International
Team Conference
Cambridge 2024

16th July 2024

Hes·so
Haute Ecole Spécialisée
de Suisse occidentale
Fachhochschule Westschweiz
University of Applied Sciences and Arts
Western Switzerland

PrePearl
TRAINING DEVELOPMENT

SCMHRD

AACSB
ACCREDITED

2019 : Belbin Accreditation successfully completed by Line Pillet and Netra Neelam



Co-creative Mindset workshop focusing on “Shaping the Future of Education”, Don Bosco Institute of Technology DBIT Mumbai, September 2019.



Meeting at the Consulate General of Switzerland in Mumbai, November 2019.



Relevant Input



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Relevant Input

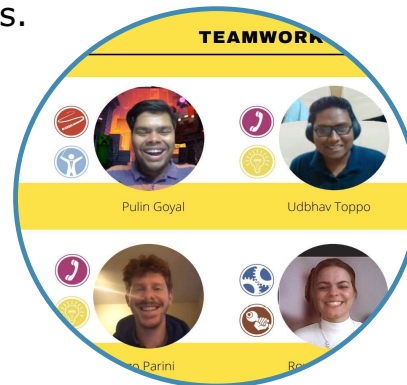
Belbin Team Roles became the common Language between Pearl, Line and Netra and we started by drawing out our team report

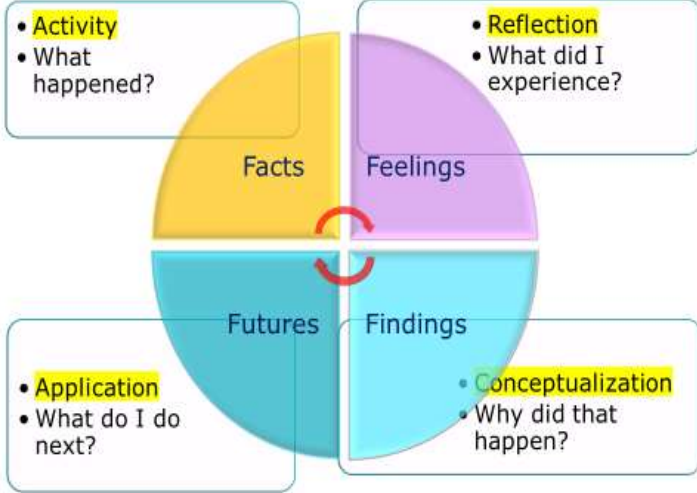
WHY : The purpose was to offer our students a unique opportunity to engage in global, international, and intercultural learning despite the COVID-19 pandemic (Spring 2020).

WHO : **HES Valais & Geneva** faculty Intl Business Management (67 bachelor students W/S), **SCMHRD** (24 MBA students mostly with tech background, coming from 15 different states/regions of India), **PrePearl Training Development Pvt Ltd** (Belbin India Regional Representatives)

WHAT: Develop and reinforce essential **skills for leading multicultural project teams** (cultural awareness, global mindset, interpersonal skills, etc.) in today's turbulent business environment

HOW: **12 multicultural teams** formed in 3 different ways (4 by students, 5 by faculty, 3 randomly), Belbin Team Roles, Case study on BlackRock Asset Management Diversity & Inclusion strategy, weekly online interactions on MS Teams.





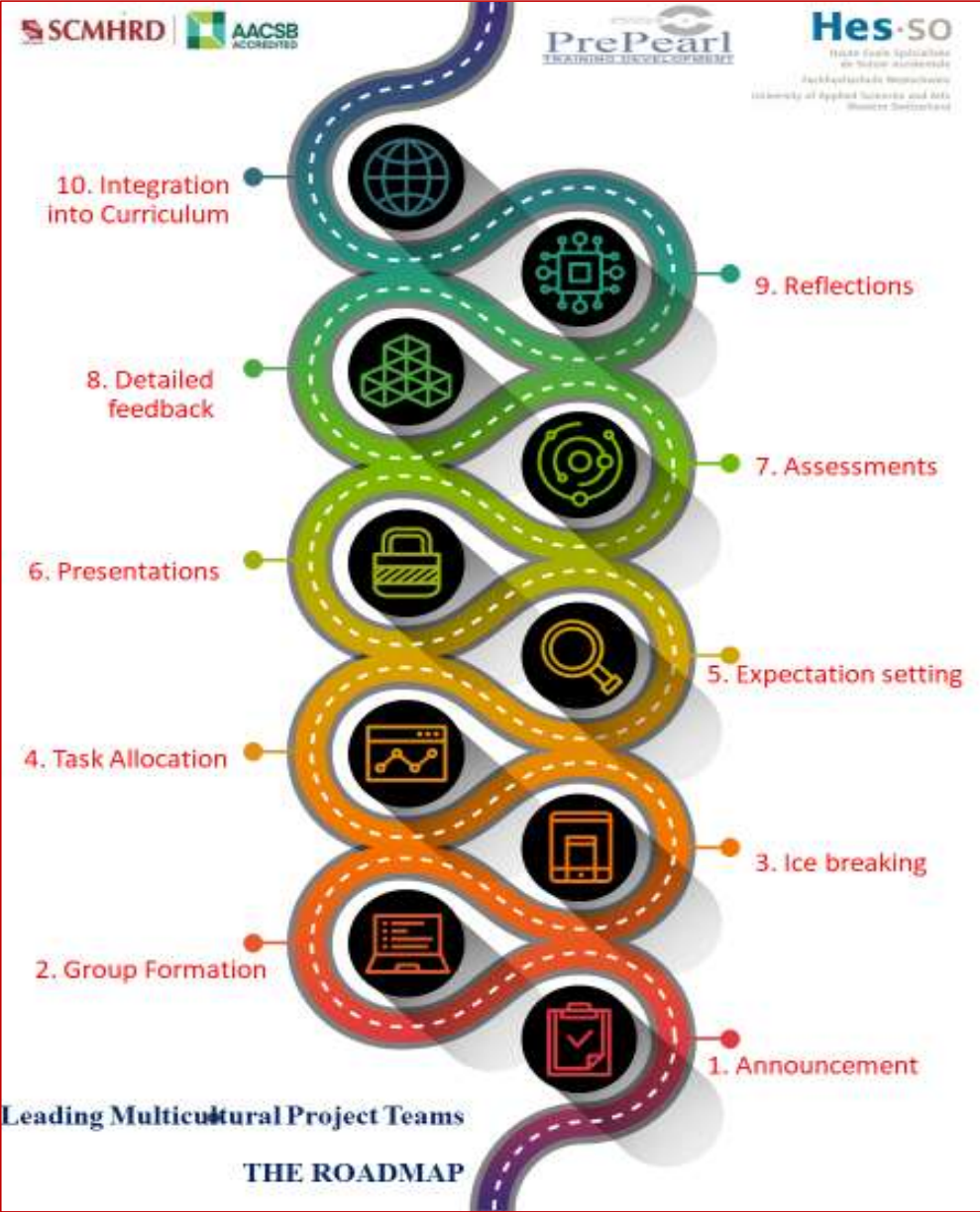
The entire intervention was designed by using Kolb's Learning Cycle / 4Fs and Experiential Learning Theory (ELT)

ELT defines learning as "the process whereby knowledge is created through the transformation of experience. Knowledge results from the combination of grasping and transforming experience" (Kolb, 1984: 41).

Facts: using Belbin Individual Report to identify Team Role combination (thought-oriented roles, action-oriented roles and people-oriented roles) and explain how one can best contribute to the team success.
Feelings: enhancing the case study experience (work & discussions, presentation)
Findings: sharing common language of Belbin, leveraging strengths as individuals & teams
Futures: trying out what participants have learned when experiencing teamwork challenges (differences, divergences, etc.)



Systematic Process



Impactful Outcome

Student Testimonials

“The programme was not only rich in terms of our academic understanding but also added to our **cultural understanding** of things, which will surely benefit us as we make our way into corporations with diverse cultural project teams”



“Purely enriching in every way possible. The comfort levels within our teams were unrivalled in all aspects during the programme, the case study got us **engaged in a way that made us forget all our geographical and cultural barriers**”

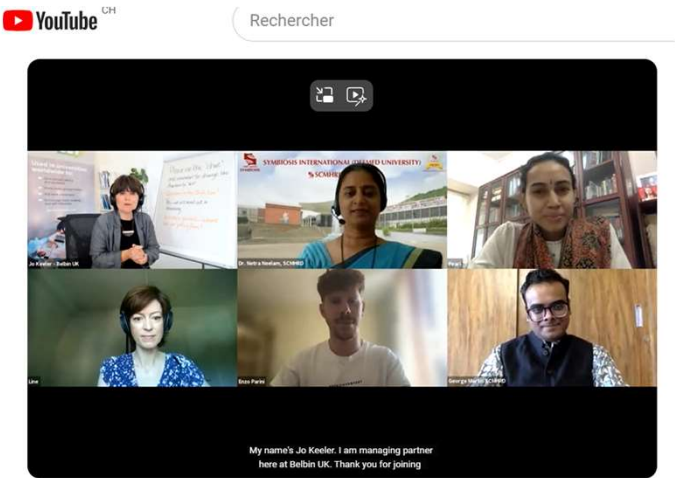
“Helped us understand a very crucial concept known as shared leadership , the recognition of this concept helped us **understand each other better as people first and the team members**”



“A very rich group experience with a lot of interesting exchanges, which helped us understand the **cultural implications of solving a common issue at hand**, which will prove helpful to us at all times”

Please see below the time and location of your session you are due to present at the SHIFT 2023 conference:

Session Title	Multicultural Collaborative Learning	
Date	Wednesday 11th January	
Time	2:00:00 PM-2:20:00 PM	
Duration (including Q&A)	20 minutes	
Session Location	Virtual Room 3	
Session Chair	Mariana Sampaio	



Enhancing academic interactions with Belbin



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Institutional Impact - HES-SO Valais-Wallis:

- Belbin successfully integrated into our "Business eXperience" entrepreneurship program since 2020
- Publications Springer, 2022, JIBE 2023 & conferences

Line Pillet • You
President Association Femmes PME Suisse romande | Head of the Ins...
1yr • Edited •

#Academicentrepreneurship - We are delighted and proud to contribute to the book "Academic And Educational Entrepreneurship: Foundations in Theory and Lessons from Practice" edited by Mehtap Aldogan Eklund and Prof. Dr. Gabrielle Wanzenried at Springer Nature Group that highlights all the work done by academic and educational actors to develop a taste for #entrepreneurship in #youngtalents and in educational teams through concrete actions in the field.

We thank the publishers and all the contributing authors for this great editorial adventure!

Blaise Crettol, Vincent Grèzes, Sherine Seppey

HES-SO Valais-Wallis
17,985 followers
1yr • Edited •

L'Institut Entrepreneuriat & Management partage ses expériences et ses connaissances sur l'éducation à l'entrepreneuriat en publiant deux chapitres dans l'ouvrage « L'entrepreneuriat dans le mond...see more

See translation

L'Institut Entrepreneuriat & Manage... | HES-SO Valais-Wallis
hevs.ch

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Hugo Mottier • 1st
Collaborateur Enotourisme chez Sierre Tourisme | Coordinateur de Vinu...
1yr • Edited •

Ce mercredi 7 juin avait lieu le traditionnel BeX Evening pour conclure la magnifique aventure Business eXperience proposée à la HES-SO Valais-Wallis. ...see more

See translation

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Blazhe Grkljanov • 1st
QC Analyst at Lonza
1yr •

Grateful for an Incredible Journey with Duva Cosmetics! 🙌

As part of the "Business eXperience" program at HES-SO Val...see more

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Institutional Impact- SCMHRD

NJP *Journal of International Business Education* 18: 85-102.
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Promo Version

Innovative Multicultural Collaborative Learning: An Illustrative Case Study of Swiss and Indian Students

Neelam, N.

Symbiosis Centre for Management and Human Resource Development, Symbiosis International University, Pune, India

Pillet, L.

University of Applied Sciences & Arts Western Switzerland, HES-SO Valais-Wallis Business School, Institute Entrepreneurship & Management, Switzerland

D'Souza, P.

PrePearl Training Development Pvt Ltd, India

Bhattacharya, S.

Symbiosis Centre for Management and Human Resource Development, Symbiosis International University, Pune, India

- Belbin is successfully integrated in 'Preparation for Placement Activity.
- More than 1250 students including current academic year have been exposed to Belbin Profiling.
- Senior Faculty and Key Staff have been exposed to Belbin Profiling
- Publication in *Journal of International Business Education* 2023.



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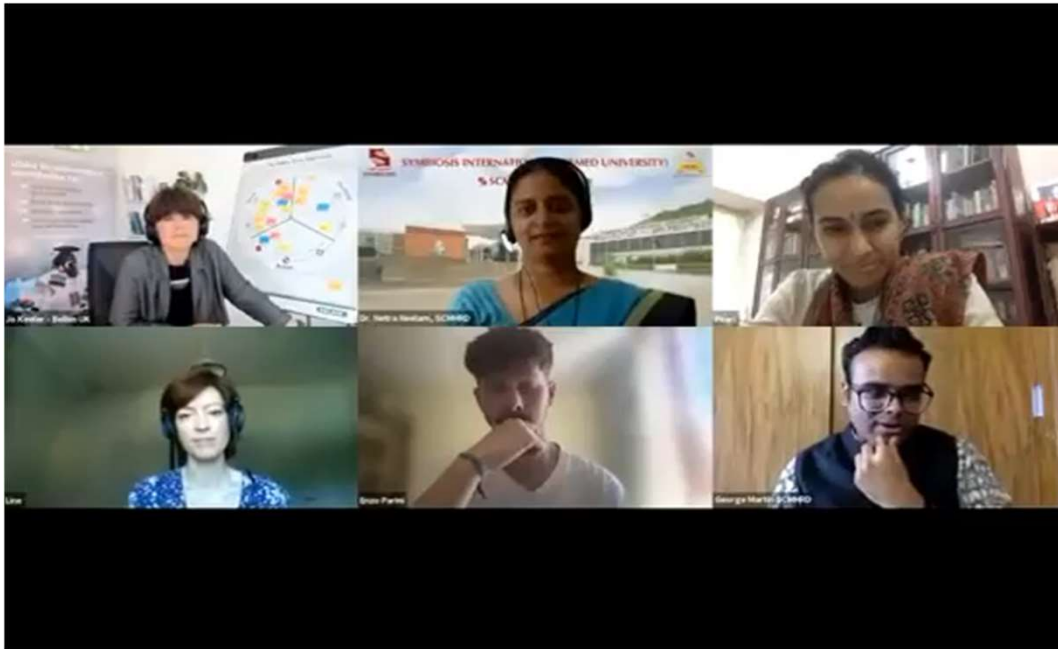
SCMHRD

AACSB
ACCREDITED

Students Speak

George Martin

Currently Designation:
Chief of Staff to CHRO at Tech Mahindra



Enzo



