Team development with Strength Deployment Inventory

NHS Midlands and Lancashire provides team development sessions using the established Strength Deployment Inventory (SDI) – a tool that explores self-awareness and helps teams build better connections and nurture effective relationships.

SDI is grounded in scientific research and based on Relationship Awareness Theory. Organisations that have strong relationship intelligence can create strong teams. They value differences among team members, deal with disagreements well, and overcome challenges by making wise choices.

Our services

Leadership and new manager development

Using SDI insights, we help your leaders and new managers understand their leadership styles and learn how to spot and handle conflicts in their teams.

One-to-one coaching

Our coaches use SDI to help your staff better understand their own motivations, values and what causes conflicts, as well as recognise conflicts in themselves, others and their teams. Our coaches also guide you in creating strategies for effective communication and teamwork. This can be applied for personal growth and development as well as linked to career conversations.

Team development

Our SDI team development sessions are tailor made to support both newly formed and more established teams to create deeper connections and establish psychologically safe environment to have challenging conversations.

Integrate SDI within wider programmes

We offer both face-to-face and virtual delivery options to integrate SDI as part of your wider organisational development interventions such as management of change, culture change and TUPE.

Why choose NHS ML?

- By the NHS for the NHS
- Capacity to tackle difficult conversations and plan and invest in your workforce
- Fully qualified coaches and mentors available to deliver 121 coaching, group coaching or coaching supervision
- Qualified and experienced in a range of assessment and development psychometrics such as Dominance, Influence, Steadiness and Contentiousness (DISC), Myres Brigges Type Indictor (MBTI) and SDI
- Flexible engagement options and pricing structure which can be customised based on number of participants, requirements, overarching goals and delivery methods
- Straightforward, rapid procurement and delivery
- Efficiency, impact assessments and outcomes tracking
- Experience in improving workforce diversity and satisfaction, staff survey results and equality standards.

Case study: Restructuring the finance team

The NHS Midlands and Lancashire finance team recently restructured. They were in the early stages of development, getting to know each other's strengths and working styles. Their main challenge was to ensure effective engagement and seamless collaboration.

Using the SDI framework we designed a session that brought the team closer together and sparked some meaningful conversations. Through the SDI assessments and insights this provided a common language making it easier for the team to talk about what motivates them; their values, strengths and potential conflicts. This approach helped the team to find a clear way to work better together.

What is SDI?

SDI is a transformative self-assessment tool designed to foster deeper connections, enhance interpersonal dynamics and unlock the potential of individuals and teams.

How does SDI work?
Using interactive assessments, helpful guides, and comprehensive training programmes, SDI helps teams build stronger relationships by giving them the tools and resources they need to create a culture of collaboration and understanding.

What are the key aspects of SDI?

Strengths portrait:
Understanding your strengths helps you choose the right ones for each situation to get the best results. This also helps you value and support the different strengths in your team members.

Motivational Value System (MVS):
Why we do what we do? Knowing our own motivations and values, as well as those of others, helps us build stronger bonds and develop productive relationships, which are essential for high-performing teams.

Conflict sequence:
Recognising what triggers conflict in ourselves and others is key to avoiding harmful disputes that can damage team dynamics. SDI helps you handle important conversations and raise concerns effectively without causing conflict.