



EUROPEAN WOMEN'S MANAGEMENT DEVELOPMENT INTERNATIONAL NETWORK 

Power Teams!

A Success Story by EWMD Berlin

- Antje Wilmink-



Power Teams – Why I'm fascinated?

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Power Teams – How do they work?

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- Power Teams are a special tool of collegial consultation
- They are peer group supervision without a coach
- 5 to 7 women get together to encourage each other in reaching their predefined individual goals
- Usually power teams are set up for a year but may last longer
- Currently there are 5 active power teams



Power Teams – How do they work?

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- Our Speaker of the local board Linda Granat-Flügge introduced power teams 8 years ago. Ever since that time Linda, me, and others have given support to many power teams
- EWMD gives support in setting up and matching new power teams
- Experienced EWMD Members respectively coaches facilitate the first meetings of a new power team
- They help women in specifying their personal goals



Power Teams – How do they work?

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- Facilitators introduce the method and the rules of realisation and collaboration as there are:
 - Changing roles within the team as facilitator and time keeper
 - Taking minutes of each meeting
 - Continuous evaluations: did I come closer to my defined goal?
 - Feedback rules, techniques of questioning
- After the introduction sessions the power teams start working on their own
- EWMD Facilitators give support to the power teams if needed



Power Teams – Evaluation Study

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- The project was initiated by EWMD Berlin and thankfully financed by EWMD Germany and EWMD Berlin
- The study is conducted by Antje Wilmink (economist) and Kati Ludwig (psychologist)
- Our key questions:
 - How effective are power teams in supporting women to achieve their personal goals?
 - What are our lessons learnt?
 - How effective are power teams as a tool for creating a unique selling position of EWMD to join the EWMD?



Evaluation Study – Design

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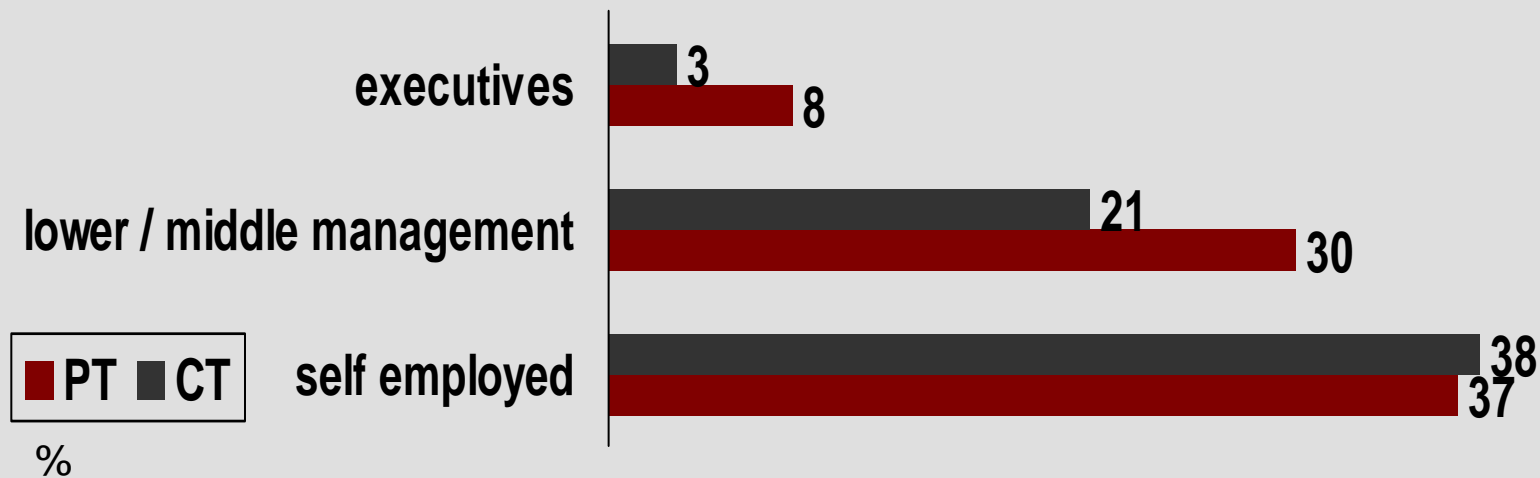
- Interviews with about 30 women of active and already *finished* power teams
- Psychometric data with quantitative questions at two measure points in February 2010 and August 2010
- Comparison with a control trial of 29 women who are not attending power teams
- Items of investigation: personal satisfaction with work, career, personal situation
- Examination by paper and pencil, qualitative interviews by phone



Evaluation Study – Preliminary Findings

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- Age: from 37 to 67, average 47 years
- Education: 85 % with academic degree (65 % in CT)

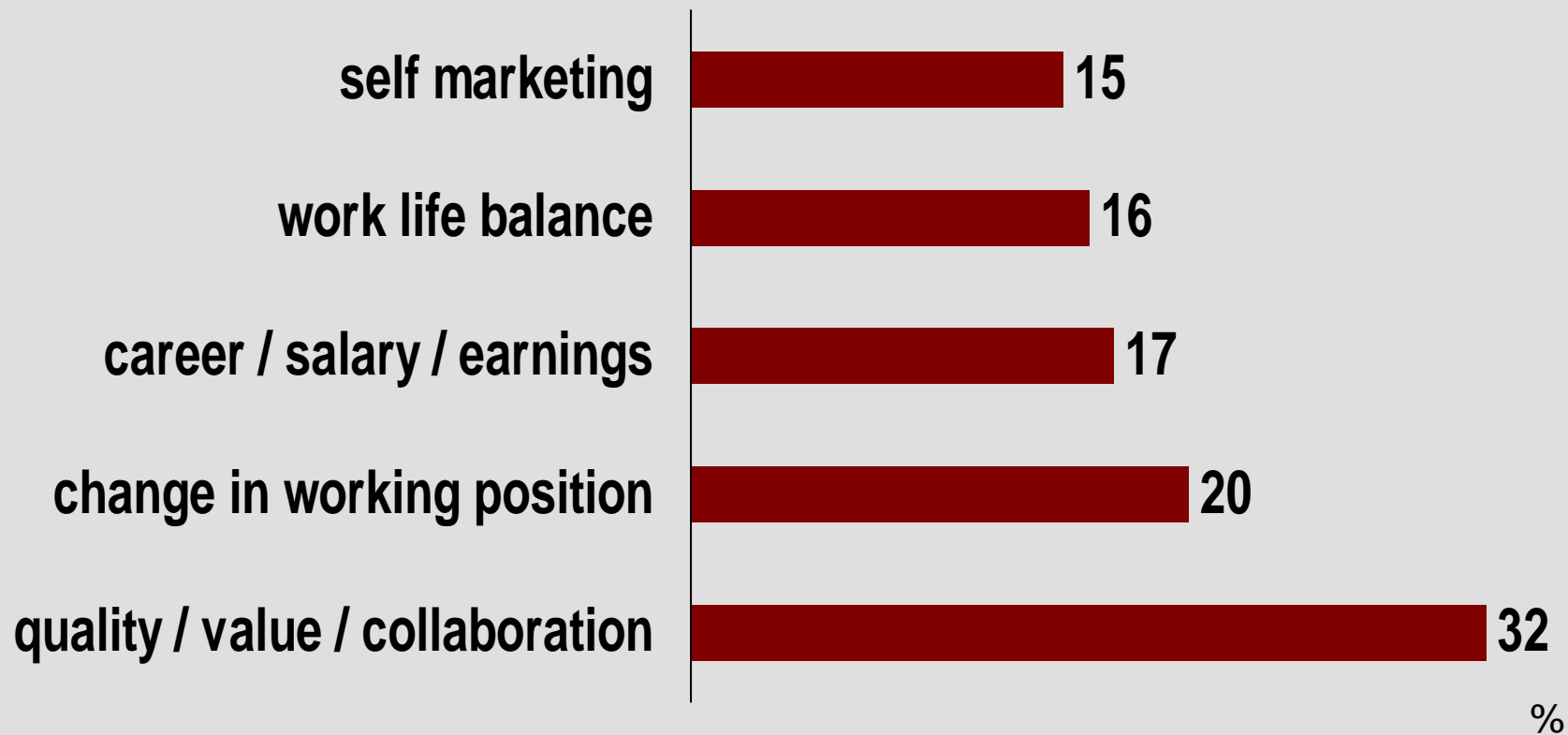




Evaluation Study – Preliminary Findings

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In total 74 different goals in power teams





Evaluation Study – Preliminary Findings

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Factors of Effectiveness – What does help?

Power team members often declare:

- Realizing: others are in the same situation
- Using power teams as a platform for reflecting personal attitudes and approaches
- Support in discovering personal blind spots and dysfunctional personal patterns
- Trustful and appreciative atmosphere, sense of togetherness
- Different professional and personal backgrounds are experienced as enrichment in terms of more perspectives



Evaluation Study – Preliminary Findings

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The above mentioned issues are also known as the essential therapeutic factors in group therapy (Yalom, 1996)

In addition, power team members declare:

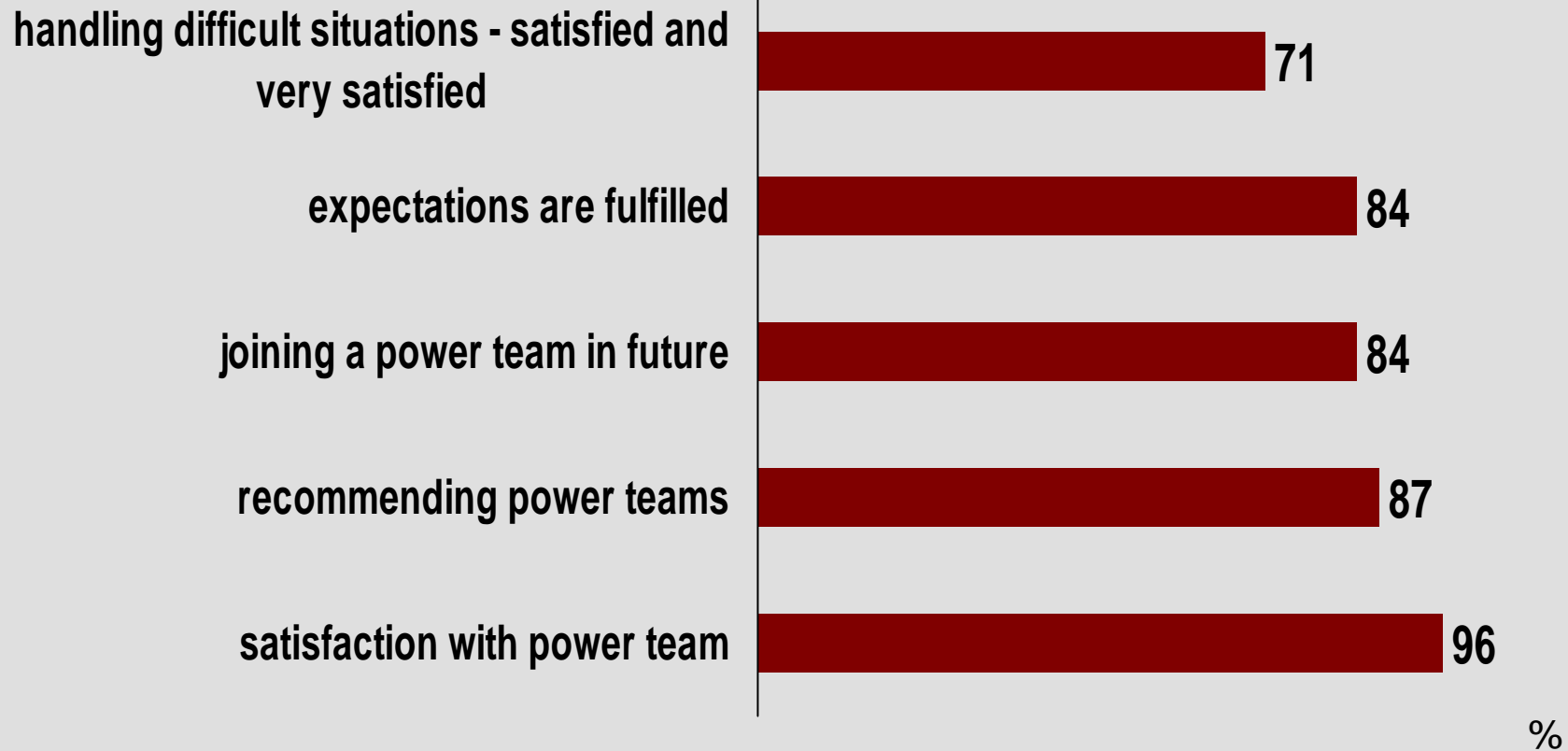
- Exchange between colleagues without external counsellors is positive for those who dislike therapy or coaching



Evaluation Study – Preliminary Findings

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How power team members evaluate their personal outcomes

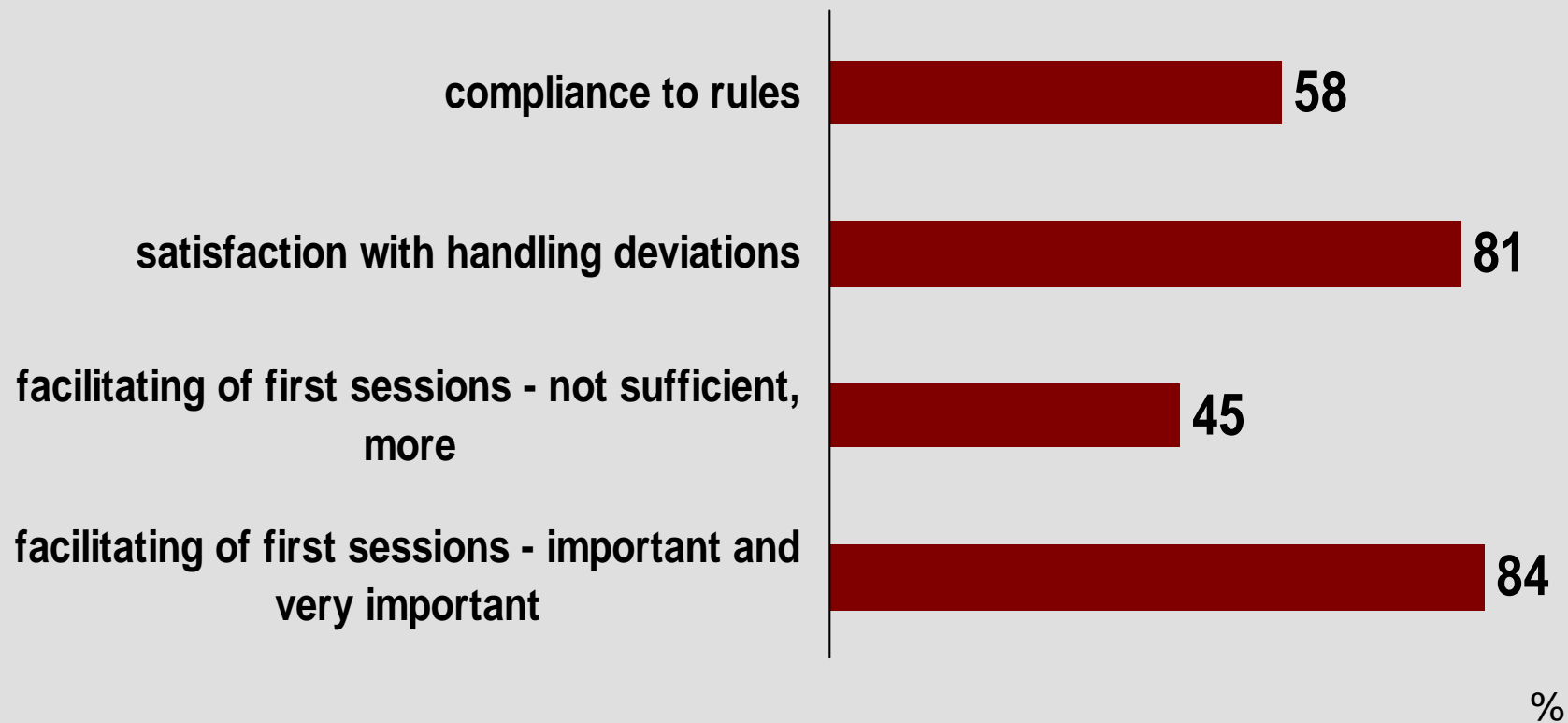




Evaluation Study – Preliminary Findings

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How power team members evaluate method and process





Evaluation Study – Preliminary Findings

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Amendments – What can be done better?

Power team members mention:

- Improvement of time management during the meetings
- Improvement of efficiency - conducting meetings according to the rules
- Improvement of counselling skills for the power team members for example in workshops or facilitated exchanges between power teams



Evaluation Study – Preliminary Findings

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What do power teams mean to EWMD Berlin

Power team members state:

- That membership in a power team is the decisive factor for becoming an EWMD member
- They feel that they experience an added value; membership fee is regarded as fair in this perspective
- Power teams are a platform to improve contact within the EWMD network; the network gets a higher quality



Evaluation Study – What's next?

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- The evaluation study is still being conducted; we just finished the second round of questioning
- Currently we are in the evaluation of the findings
- We will present the final outcomes at the German conference in Berlin
- We intend to publish the results together with a manual



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Thank you for your participation!

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