

## ***Human Performance, Behavioral Analytics and Team Dynamics***

Human Performance, Behavioral Analytics and Team Dynamics is a presentation that emphasizes the importance of self awareness, personal development and their affects on individual performance, team performance and team dynamics.

### **Human Performance**

Studies conducted with members of the 2008 Canadian and Australian Olympic Teams cited the coach-athlete relationship and athlete self-awareness as the top two reasons for either a personal best or medal winning performance. Coaches rank understanding their athletes and managing relationships within the team among their most significant challenges. Numerous business studies have highlighted the significance of positive relationships between team members, and between team members and their leaders as critical elements in the performance equation.



Athletes as well as coaches will not reach their full potential until they fully understand themselves, how to effectively interact with others and the behavioral changes they need to make in order to improve their results. Technical skills will not be fully developed without first obtaining a level of behavioral maturity, that provides the decision making, focus, planning and determination needed to acquire elite

level technical skills. **Personal development accelerates technical development.** Personal development is about choices and the sooner athletes develop their decision making skills in all aspects of their life, the better person, athlete and teammate they will become.

### **Behavioral Analytics**

Behavioral Analytics is the process of using research based, validated assessments to define a person's unique Personal Dynamics Profile within the context of Emotional Intelligence, Behaviors, Motivators and Personal Competencies. Understanding the profile is the key to developing the self-awareness needed to develop emotional intelligence and comprehend how behavior, motivators and personal competencies impact performance and results.



Profiling provides information that a person may not be consciously aware of. As a person increases their levels of self awareness, they become better at making the changes necessary to gain control over their results. Personal skills are developed the same way that technical skills are developed, through structured learning and practice.

Behavioral profiles for teams can also be established by analyzing, categorizing and quantifying the results of the individual team members.

Once the Team Profile is established, a plan can be generated and implemented to develop and improve Team Dynamics.

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## Team Dynamics

Leadership, culture, character, cohesion, spirit, and giving credit to others are descriptions of behaviors that contribute to Team Dynamics. Organizations with a long history of success understand that team dynamics are the most important variable affecting performance. Team dynamics increase through self awareness, the establishment of personal conduct standards and the clarification of individual roles within the team.



Players have individual or positional roles but they also have roles as a teammate and member of the organization.

Team dynamics don't just happen. It needs to be a key area of focus with clear expectations and effective systems for measurement and accountability.

*The presentation is conducted by Hamernick and Associates Ltd., a human performance consultancy that provides assessment based talent management solutions to help individuals, teams and organizations improve their performance. The consultancy uses quantitative diagnostics to develop detailed self awareness profiles that establish the platform for improved performance.*


### Seminar Presenters

Allan Hamernick, MA  
President,  
Hamernick and Associates Ltd.

Allan provides a wealth of experience in the areas of adult education and the management of human capital. As President of Hamernick and Associates, he has been conducting assignments across Western Canada and internationally since 2003.

Dave Hunchak  
Vice President, Business Development  
Hamernick and Associates Ltd.

Dave is a veteran hockey coach with over 18 years of experience at the Major Junior, and Junior A levels. He has held the position of Head Coach with the Moosejaw Warriors and Kamloops Blazers in addition to coaching assignments with Hockey Canada.

  
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