



Case study

QIAGEN SINGAPORE Pte Ltd: Team Leadership Challenge

QIAGEN is the leading provider of sample and assay technologies for life sciences, molecular diagnostics, applied testing and pharma. It has developed and markets more than 500 sample and assay products as well as automated solutions for such consumables.

QIAGEN has recently set up a new Service Solutions Center in Singapore to cater to the Asia-Pacific region. It has also acquired local biotechnology company, Research Biolabs, and set up its South East Asia (SEA) sales and marketing headquarters.

The Challenge

In view of these challenges, CELSIM was asked to design and deliver a team building workshop to break down unproductive silos, improve communication, generate team spirit and move the team from individual potential to team performance.

Using our GAINMORE™ Development Needs Diagnosis Framework, three key issues facing the Singapore team should be addressed:

1. Teamwork: recognise personal strengths and weaknesses and the power of team diversity and synergies of individual contributions.
2. Develop Trust: establish an open communication platform that engenders trust in each other, create platform for ongoing discussion and continuous refinement.
3. Shared Situational Awareness: develop unity and cohesion of effort towards stated goals, break down any silos and provide a compelling motivation to share.

The Solution

In partnership with Emmy Lee, Assistant HR Manager, we designed a one day Team Leadership Challenge – combining GAPPS self and team roles assessment, coaching, treasure hunt at Fort Canning Park, and a management decision game – to address the team and leadership challenges of QIAGEN. This included:

- An active “treasure hunt” to motivate teams to accomplish their best and learn to effectively lead, persuade and influence each other towards achieving common goals.
- A management decision game to encourage knowledge sharing, team problem solving, and provide a compelling motivation to share.
- Drawing together the learning and experiences, creating a plan of action for transfer to the workplace that continues to enhance team and personal development.

The Results

This Team Leadership Challenge provided a non-threatening platform and an engaging environment that encouraged the development of self-awareness and the affects of behaviour, aided alignment, fostered high team spirit and integration, shared experience and fun in a competitive and collaborative experience.

Michael Koenig, General Manager SEA, a participant on our team leadership challenge says, *“Thank you for your organisation, creativity, and high energy leadership in facilitating our teambuilding workshop. We had a fabulous time on the treasure hunt learning about each other. The decision game gave us all a new perspective to meet some challenging goals. It was excellent, unique and enjoyable.”*