Brass Willow

STANDARD OFFER
Q4 2026 · valid until 31/12/2026

Brass Willow workshops

Team Dynamics and Design: From Groups to High-Performing Units

WHAT IT IS

Understanding the difference between a working group and a true team is critical. The workshop teaches how to diagnose team maturity, design teams through smart hiring and composition changes, and handle offboarding and reducing the number of teams.

AT A GLANCE

Duration	2 days (2 × up to 8 hours)
Audience	Scrum Masters, agile coaches, delivery leads, leaders and HR
Format	intensive workshop, in person or online (Zoom and Mural)
Language	English or Polish
Led by	Kate Hobler
PDUs (PMI)	14 for attendance

WHO IS IT FOR?

- A team that worked well stopped working after its composition changed.
- There are too many teams and no idea how to merge or close them.
- New teams take months to start delivering.
- Letting people go affects those who stay.

WHAT PARTICIPANTS TAKE AWAY

After the training, the participant:

- understands the difference between a group and a team,
- knows the types of teams and how to build them for the task at hand,
- has practiced scenarios for reducing the number of teams while limiting the risk of losses,
- knows what level of self-organization fits which conditions,
- has tools for developing a team at every stage of its growth or reduction.

PROGRAM OUTLINE

1. How a group differs from a team.
2. Models for constructing teams.
3. Building a team for the task ahead; Belbin team roles in practice.
4. Levels of self-organization: how much autonomy a given team should have (Hackman's matrix).
5. Growing as a leader who supports experienced teams.
6. Supporting teams at every stage of their growth.
7. Reducing a team: lowering the risk that it falls apart.

This is an outline. The trainer adapts it to the group's needs and experience.

PRACTICALITIES

PDUs (PMI)	14 PDUs for attendance.
Payment	We issue a VAT invoice to a company or an individual. The standard payment term is 14 days; bank transfer or card. We also serve companies from outside Poland.
Before the class	After registration the participant receives full information by e-mail: venue, hours, what to prepare. The address and hours are confirmed two weeks before the class.
Lunch	Lunch is included in the price of in-person classes.

PRICE

Public class

PLN 2,700 net per person

Current dates and prices: brasswillow.pl, Calendar.

Private class

Group of 6–20	**PLN 25,000 net per group**
Smallest group	**6 people**

A private class usually takes place at the client's premises; a rented room is charged at cost, as a separate invoice item. Date and scope are agreed individually. The price excludes the trainer's travel and accommodation outside their place of residence: within Poland, PLN 1,500 net per trainer for a two-day class.

Prices are net, in PLN; VAT is not included. Offers in EUR or USD on request (plus 15% for exchange-rate risk and bank spread). Invoices are payable within 14 days.

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24 countries
35,000 people trained
70% of clients come back for more