



*In a world where teams are the backbone of organisations, effective teamwork often remains elusive.*

*Enter Nick Fewings, the man who has redefined how we think about teamwork.*

*His journey from an accidental project manager to becoming a celebrated Teamworkologist has paved the way for groundbreaking approaches to team dynamics and high performance.*

*With a career spanning over three decades, Fewings has not only developed innovative models but has also written a bestselling book, co-created a teamwork platform, and even had a model of teamwork named after him—The Fewings' Model Of High-Performance Teamwork.*

### ***The Accidental Project Manager***

Nick Fewings' path to becoming a global authority on teamwork was anything but conventional. A technical expert, he became accredited in project management, and found himself thrust into the world of leadership without formal training which ended in failure.

## **NICK FEWINGS, TEAMWORKOLOGIST: THE MAN WHO HAS TRANSFORMED TEAMWORK.**

Like many, he learned on the job, navigating the complexities of coordinating people, managing resources, and meeting deadlines. His failure fuelled Fewings' fascination with what made some teams succeed while others faltered and sparked a curiosity that has defined his career.

As an accidental project manager, he realised that the key to team success wasn't just about technical skills or meticulous planning; it was about understanding people. His early career was a learning ground, as he observed team members' different motivations, decision-making, communication styles, and ways of working. The challenges he faced ignited a desire to dig deeper into what makes teams tick, leading him on a journey that would transform his career—and the world of teamwork.

***“Failure is life’s way of teaching us lessons to help us succeed.***

***Don’t be afraid of it, embrace it and learn from it,  
as it can lead to positive, life-changing experiences.”***



### *A Passion for Behavioural Psychology*

Realising that success hinged more on effective collaboration than on rigid processes, Fewings began studying behavioural psychology. He sought to understand the intricacies of human behaviour, enabling to have two paradigm shifts, to not see people as difficult but just different, and not be frustrated but fascinated by how people undertook tasks. His studies equipped him with a new lens through which to view teamwork, one that was grounded in empathy, understanding and valuing diversity.

He began to see teams not as a collection of roles but as a dynamic blend of individuals, each bringing their own strengths, weaknesses, and behavioural tendencies. This insight became a cornerstone of his philosophy: for teams to perform at their best, they needed to understand themselves and each other.

Fewings' exploration of behavioural psychology helped him devise strategies to unlock the potential within teams, paving the way for a more nuanced and human-centric approach to teamwork. But knowing **WHO** is in your team was only one aspect of achieving high-performance teamwork.

## THE BIRTH OF THE TEAM DYNAMICS MODEL AND REPORT

Fewings' deep dive into understanding team behaviour led to the creation of **The Team DyNAMics Model and Report**, providing an understanding of **HOW** effective teamwork is.

Drawing on years of research and experience, he developed a framework that went beyond traditional team-building exercises. The model emphasises understanding the natural dynamics that exist within any group of people—communication, decision-making, purpose, trust, planning and collaboration, to name a few.

The Team DyNAMics Model was groundbreaking because it provided teams with a comprehensive understanding of how they functioned overall and across 16 areas of teamwork. It helped teams identify their strengths, potential pitfalls, and areas where they could improve.

By focusing on these dynamics, Fewings was able to guide teams to develop more effective ways of working together. The accompanying Team DyNAMics Report provided actionable insights that enabled teams to make strategic adjustments, ultimately leading to improved performance.



### *Authoring 'Team Lead Succeed' A Bestseller on Amazon*

*Building on the success of The Team DyNAMics Model, Fewings decided to compile his insights, experiences, and methodologies into a book.*

Titled “Team Lead Succeed - Helping Teams To Achieve High-Performance And Greater Success’, the book became an immediate hit, achieving “Bestseller,” based on pre-orders when released.

It has consistently been in the Top 20 books in the U.K. for Professional Development and achieved No. 1 on Kindle in Leadership & Management.

To date it has an impressive 4.9 out of 5 rating on Amazon and has been read on 6 of the 7 continents.

It has also been recognised as a book of national interest in the U.K., a testament to its relevance and impact on teams across various sectors, with a copy residing at the British Library and the other 5 national libraries of the U.K. and Ireland.

In Team Lead Succeed, Fewings shares not just theories but practical strategies that teams can implement to build high-performing teams.

## TEAM LEAD SUCCEED

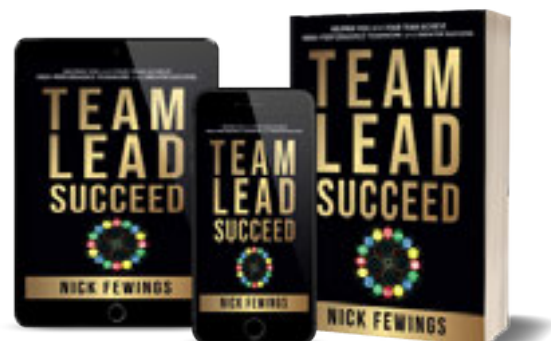
The book breaks down complex psychological concepts into easy-to-understand sections, making it accessible to readers from all backgrounds.

Leaders have found it to be a valuable resource, as it offers tools to navigate common team challenges, foster collaboration, and inspire motivation.

Team members also find it of value, enabling them to speak up about their teamwork when things aren’t working effectively or efficiently.

Fewings’ book has become a bestseller because it resonates with a fundamental truth: teams are at the heart of every successful organisation.

Team Lead Succeed provides a roadmap to overcome challenges, empowering teams to create environments where they can thrive.



*“The book about teamwork that EVERYONE needs in their life.”*

*5-star Amazon Review*



One of Fewings' most significant contributions to the field of teamwork is the development of *The Fewings Model Of High-Performance Teamwork*. This model is the culmination of years of research, experimentation, and practical application. It encapsulates everything he learned about what makes teams truly great.

At the heart of Fewings' model is an understanding of both the technical and people skills in a team.

It then encapsulates the four Categories of teamwork: Strategy, Structure, Cooperation and Engagement. The former two task-related and the latter two, relationship-related.

Each of the four Categories includes the four associated Elements of The Team DyNAMics Model.



## THE FEWINGS MODEL OF HIGH-PERFORMANCE TEAMWORK

Fewings' model emphasises that high-performance teams don't just happen by accident—they are built through deliberate actions that foster trust, mutual respect, and shared purpose. The model has been adopted by organisations worldwide and is used as a benchmark for assessing and improving team performance.

What makes Fewings' model stand out is its focus on adaptability. Fewings understood that teams operate in different contexts, and a one-size-fits-all approach simply doesn't work. His model allows teams to assess their unique circumstances and tailor their approach accordingly, ensuring that the strategies they implement are relevant and effective.

*“Teamwork makes the dream work, only if the team are working like a dream.”*



*The Co-Creation of Our Team Synergy*

*Fewings' passion for teamwork didn't end with developing models and writing books. Recognising that teamwork is an ongoing process, he co-created "Our Team Synergy", a platform dedicated to continuous team development.*

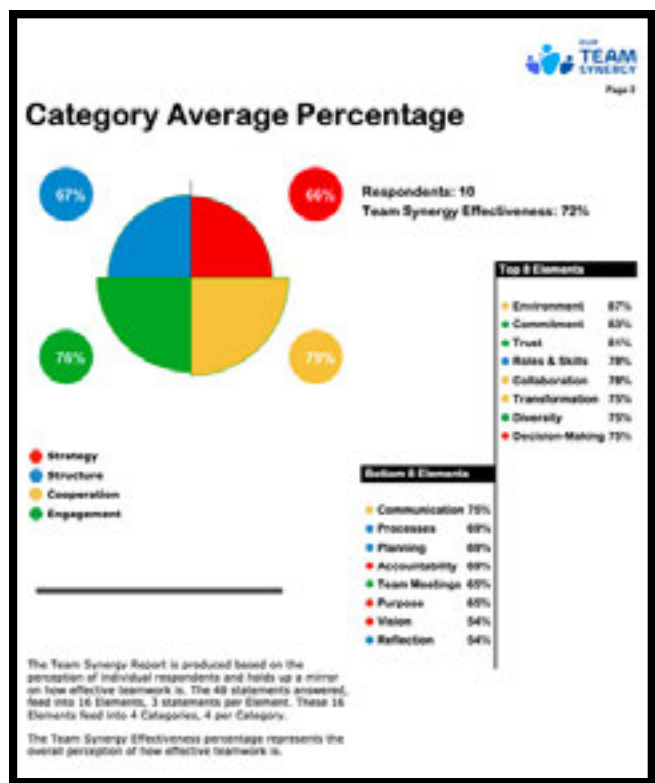
**Our Team Synergy** brings together tools, reports and resources to help teams evolve and adapt in an ever-changing work environment, providing them with the learning and tools to be self-sufficient in developing their teamwork, as opposed to relying on external resources.

Our Team Synergy was born out of the idea that teams are not static entities. They grow, shift, and face new challenges, and so must their approach to collaboration.

The platform offers a range of services, from diagnostics to learning about teamwork, enabling individuals to become proficient in facilitating discussions with their team about teamwork, all designed to help teams build stronger bonds, improve the effectiveness and efficiency of their teamwork, and achieve their goals.

**OUR TEAM SYNERGY:  
THE FUTURE OF  
TEAMWORK**

Fewings believes that effective teamwork is a journey, and Our Team Synergy provides the guidance teams need to navigate that journey successfully.



*“If you can measure it, you can understand it, and if you can understand it, you can celebrate what is working well and make changes to overcome challenges.”*



### *Recognition and Impact*

*The creation of Our Team Synergy has marked a new chapter in Fewings' career, one that solidified his role not just as a thought leader but as a practitioner actively shaping the future of teamwork.*

*The platform has created interest from organisations around the world, further cementing his reputation as a pioneer in team development.*

Fewings' contributions have not gone unnoticed. His methodologies and models have been adopted by teams across various industries, from startups to multinational corporations.

The Fewings' Model Of High-Performance Teamwork has been recognised as a standard for evaluating team effectiveness, and his book *Team Lead Succeed* continues to be a go-to resource for those looking to enhance their team's performance.

Fewings' work has been particularly influential because it addresses the human element of teamwork. In an age where technology and automation dominate, he reminds us that at the heart of every successful project, company, and innovation, there are people. His emphasis on understanding behaviour, fostering empathy, and building connections has set him apart from others in the field.

## **PUSHING BOUNDARIES**

### *A Vision for the Future of Teamwork*

Today, Fewings continues to push the boundaries of what's possible in teamwork, acknowledged by Fewings recently accepting an invitation to be on the Advisory Council Of Harvard Business Review.

Fewings is constantly exploring new ways to support teams, whether through emerging technologies, new training methodologies, or innovative coaching practices. His vision for the future is one where every team, regardless of its size or industry, has the tools and knowledge to perform at its best.

Fewings' story is a testament to the power of curiosity, resilience, and a passion for people. From an accidental project manager to a celebrated Teamworkologist, his journey has been one of continuous learning and innovation. He has revolutionised how we think about teamwork, making it clear that success is not just about getting the job done but about how we work together to get there.

In a world that often focuses on individual achievement, Nick Fewings has shown us the strength that lies in collaboration. His work has inspired teams to see beyond their individual roles and come together to create something greater. As the landscape of work continues to evolve, Fewings' contributions will undoubtedly remain a guiding light for teams striving to reach new heights.

**NICK FEWINGS: FROM ACCIDENTAL MANAGER TO INTERNATIONAL TEAMWORKOLOGIST**

<p><b>1992</b> <b>STUDIES BEHAVIOURAL PSYCHOLOGY</b></p>  <p>Understanding self and others, provides a greater understanding of WHO is the team.</p> <p>This enables leadership styles to be flexed and used to motivate, inspire and communicate effectively with team members in different ways, play to their strengths and develop them as individuals.</p>	<p><b>2000</b> <b>ATTENDS A LEADERSHIP COURSE</b></p> <p>Explores the differences between a group and a team.</p> <p>Purpose, Trust, Collaboration, Diversity and Communication are initially noted, as is their synergistic interconnection.</p> <p>Starts thinking about how to measure the effectiveness of teamwork</p> 	 <p><b>2014</b> <b>TEAM DyNAMics MODEL IS BORN</b></p> <p>Initial phases of the model, testing out questions that enable measurement of team effectiveness across 16 areas of teamwork.</p> <p>In-depth report created that includes key data on effectiveness and becomes used by teams worldwide.</p>	<p><b>2022</b> <b>TEAM LEAD SUCCEED PUBLISHED</b></p> <p>The Team DyNAMics Model is included in Team Lead Succeed, which becomes an international bestseller and book of national interest in the U.K.</p> <p>Achieves No.1 on Kindle in Leadership &amp; Management and has a 4.8 out of 5-star rating on Amazon.</p> 	  <p><b>2024</b> <b>OUR TEAM SYNERGY IS BORN</b></p> <p>Our Team Synergy is co-created, enabling teams, leaders and organisations to produce their own reports and learn how to facilitate high performance teamwork.</p>
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**CONTACT DETAILS**

To contact Nick about individual or team development programmes, conference speaking, purchasing a signed copy of Team Lead Succeed or using Our Team Synergy.

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To keep up to date with posts and articles about teamwork.

**[LinkedIn: Nick Fewings, Teamworkologist](#)**