

Developing High-Performing Teams

Course Code: 1143

Course Duration: 1 day

The difference between a high performance team and an average team is enormous. Average teams struggle to get through a meeting. High performance teams work well together to maximize energy, resources, and creativity, resulting in amazing things. More and more often, work is done in project teams, tasked with accomplishing team goals and objectives. You may have been appointed to lead such a team. How do you take a group of individuals and build a team that will work together to achieve a common goal? This course will give you the knowledge, skills and motivation necessary to build high performance teams.

Course Description: *Developing High-Performing Teams* is a one-day, instructor-facilitated session designed to provide attendees with the tools and hands-on practice needed to build and manage teams. Through the presentation, interactive exercises and videos, learners will understand and apply team-building knowledge that is highly applicable to their workplace.

Topics List:

- Apply key Ingredients of effective teams
- Understand roles and responsibilities
- Recognize and appreciate stages of team development
- Promote trust by exploring different behavioral tendencies
- Overcome barriers to move an ineffective team to a high powered team
- Identify styles for managing conflict

Outline

1. Ingredients for an Effective Team
 - a. Key ingredients for an effective team
 - b. Differences between a team and a group
2. Stages of Team Development
 - a. Overview of team development
 - b. Four stages of team development
 - c. Abilene Paradox
3. Measures to Fix an Ineffective Team
 - a. Signs of team ineffectiveness
 - b. Finding the facts surrounding ineffectiveness
 - c. Looking for the right solution
 - d. Team-building versus team performance
4. High-Performance Teams
 - a. Attributes of an average team and a high-performance team
 - b. Three characteristics of high-performance teams

Who Should Attend: Senior managers, functional managers, project/program managers, team leaders, supervisors and anyone responsible for managing or leading groups assigned to a common objective.