

High Performing Teams

Duration: 2 Days

Introduction

This high impact team development programme will change the way that people think about the differences amongst individuals and identify the strengths amongst those differences. We will accelerate your team's development so they become effective utilising unique strengths and quickly repay your investment in setting them up

Course Aim

At no time in history has the demand for teamwork been greater. High-performing teams can reduce costs, provide greater flexibility and develop innovative solutions to complex business problems. Team members who have the skills to work together effectively can only produce measurable results. This programme offer solutions that promote collaboration and commitment to your business objectives, while enhancing team productivity

Course objectives:

As a result of attending this course you will:

- ✿ Recognise and utilise individual differences to great effect
- ✿ Recognise & respect individual preferences
- ✿ Utilise unique team roles and respect their contribution to team development
- ✿ Develop a team identity
- ✿ Improve communication between team members

Method & Approach

The course is highly interactive with a structured approach and a lively pace. Nobody can hide as their contribution to the activities is essential to the success of the team. Team development activities will really help you to focus on the behaviours that are essential to high performing teams

Course Content

Day One

- ✿ The Characteristics of High Performance in Teams
- ✿ Why a team won't a group do?
- ✿ When is team working appropriate?
- ✿ When teams fail > Critical success factors
- ✿ Recognising the value in individual differences
- ✿ Building on strengths and identifying blind spots.
- ✿ The journey of team development
- ✿ Providing a clear sense of direction
- ✿ Assigning roles and responsibilities
- ✿ Creating a vision and buy in
- ✿ Effective delegation
- ✿ Appreciate the essence of team-working and group dynamics.
- ✿ Using a structured approach to problem solving and decision making

Day Two

- ✿ Creating a performance culture



spectrum

effective training solutions

- ✿ Expectancy theory and the 'blame culture.
- ✿ The Development arena
- ✿ Managing Team Conflict
- ✿ Sources of conflict
- ✿ Strategies for resolving conflict
- ✿ A model of conflict resolution
- ✿ Belbin and team roles
- ✿ Motivation and team working
- ✿ Are we all agreed - individual objectives and team goals

