



Team Building: Developing High Performance Teams

Your success as a manager can often depend on how well your team operates. How are their problem-solving skills? Are they enthusiastic and motivated to do their best? Do they work well together? There have been hundreds of studies demonstrating that human beings function better and learn better in groups. If you want to develop your team leadership skills and unleash the talent of your individual team members, this team building workshop is a practical look at current leadership practices that work.

What participants will learn:

At the completion of this workshop, participants will:

- Examine the work practices of high performing teams
- Create line of sight between what your team does and your organization's business strategy
- Build teamwork by recognizing and tapping into the five basic types of information your team needs
- Promote trust and rapport by exploring your team player style and how it responds to team values
- Recognize the key elements that move a team from involvement to empowerment and how to give these elements to your team
- Develop five training steps to unleash team potential and develop team problem-solving and assessment skills
- Develop a model for successfully mentoring and coaching others

Workshop Outline:

This includes large group discussions, individual work and reflection, small group discussions & exercises, case studies and simulations for role play. Customization will be based on your own needs or information provided by your human resource department or the individual department prior to the workshop. Materials are designed as interactive workshops with a 40/60 split between concept/theory and practical application of skills discussed.

Day 1

Introductions, learning objectives and agenda

The Team Player Survey

- Validating your style
- Understanding your social and behavioral styles
- Moving out of your comfort zone
- Implications for change

The obsolescence of hierarchy

- The downsizing of the workforce
- The move to cooperation
- Types of teams

Exploring High Performance Teams

- Stages of teams
- The Team Performance Model
- Your role as the team leader
 - Setting goals
 - Communicating
- Involving
- Supporting

Assignment: Team Project

Review

Day 2

Reconnect

From Involvement to Empowerment

- Developing competency
- Building trust and collaboration

The Freedom for Creative Thinking

- Barriers to creative thinking
- Lateral thinking vs. vertical thinking
- Left brain/right brain
- The Six thinking hats

Team Problem-Solving

- The pursuit of improvement
- No lone rangers
- Types of problems
- Problem-solving tools

Decision-Making Climate

- Developing an open atmosphere
- Using leadership skills to reach consensus
- The gradients of agreement

Facilitation Skills

- Encouraging divergent thinking
- Gathering points of view
- Facilitating convergent thinking

Review

Day 3

Reconnect

Managing Team Conflict

- Open communication
- Sharing information
- Methods for dealing with conflict
- The six steps to conflict resolution

The Manager's Role in Managing Change

- Empathy
- Communication
- Participation
- Helping the team move through the stages of change

Assessing Team Projects

Presentations: The Coaching Model

Review

Personal Action Plan

Evaluation

This workshop is a detailed insight into the **skills required by Team Players**.

- ❖ It is very interactive and includes many activities and exercises to enhance the learning experience.
- ❖ It is spread over the period of 3-full days consisting of 8 hrs each (9am-5pm)
- ❖ It includes 2 tea breaks and a lunch break

Proposed Training Plan Consists of:

- ❖ **Training Kit** : Handouts, Activities, Exercises
- ❖ **Training Duration**: 3 full days (8hrs each)
- ❖ **Number of candidates**: Minimum=20 Maximum=40
- ❖ **The training venue proposed is** :PC Hotel or Avari Hotel, according to availability of dates assigned by your organization for the training.

Training Cost:

Cost per Individual Participant is a total of:= **Rs.16,500**

Includes cost of:

- Handouts,
- Activity/Exercise material,
- Certificates,
- Tea (twice),
- Buffet Lunch,
- Hotel Facility Charges,
- and Trainers Cost

