Building Strong & Effective Teams

Duration: 2 days

The value of teams is indispensable for organizational success. Whatever the goals of an organization are, they require the pulling together of teams to make them a reality. Given the central role teams play in ensuring organizational success, it is essential for leaders and managers to: know how to assemble effective teams, understand and manage the team dynamics as well as keep them motivated to give their best performance.

In this training you will learn what goes into building strong and effective teams, how to motivate teams as well as manage them so that you get the best out of them. We will also explore how you can create an empowering environment that promotes growth for your team.

Learning outcomes:

In this workshop, you will learn:

- o   What makes a good team and the value of working as a team
- o   Ways to develop team norms, ground rules, and team contracts
- o   How to identify team player styles and how to leverage these for the good of the team
- o   Techniques for building team trust
- o   The stages of team development and how to help a team move through them
- o   The critical role communication skills will play in building and maintaining a team atmosphere
- o   Ways that team members can be involved and grow in a team setting
- o   The importance of creating an environment that stretches members of a team to grow

Topics covered in this course:

Module 1: Introduction

- ❖ Defining a team and the different types of teams
- ❖ Advantage & disadvantages of teams
- ❖ Understanding team dynamics

Module 2: Creating a TEAM Environment

- ❖ Motivational Maps and team selection
- ❖ Defining Roles and Responsibilities as well as Dependencies
- ❖ Defining Rules of Engagement
- ❖ Core values of an effective team
- ❖ Setting direction for the team through vision, mission and strategy

Module 3: Developing a winning TEAM

- ❖ Motivational Maps on performance management and reward strategies
- ❖ Tuckman and Jensen's five stages of team development: forming, storming, norming, performing, and adjourning.
- ❖ The TORI model of team development
- ❖ Types of team players and the qualities of a good team player
- ❖ The laws of teamwork
- ❖ Identifying and managing Conflict
- ❖ Effective Communication in a team
- ❖ Relationship and Trust in teams
- ❖ Reward strategies

Module 4: Skills for effectively leading a TEAM

- ❖ Delegation
- ❖ Emotional Intelligence
- ❖ Mentoring and Coaching