

Building Superior Teams

Duration: 2 days

A critical factor in team development is to ensure that individuals form an integral, and connected part of a group. This means that all contributions must be welcome and valued with all team members playing a valid role. To successfully exist in this environment and progress to a fully functional team, all members must have a clear understanding of team dynamics, their own strengths and weaknesses, and how individual styles contribute to success.

This interactive programme combines tutor lead training sessions and facilitated teambuilding exercises that enables participants to explore the theory behind team development, identifying individual strengths, acceptable weaknesses and development opportunities.

Who should attend this course?

New and established teams

Course Outline

Introduction

- Characteristics of a team
- Developing teams
- Stages of team development (Forming, storming, norming and performing)

Identifying team roles – Belbin exercise

Crossing the Gorge – practical exercise

- Planning
- Teamwork
- Communication
- Listening skills

Command tasks – practical exercise

- Leadership
- Communication of detailed information
- Negotiation skills
- Working in teams
- Planning
- Feedback skills

Individual Awareness

- The role and importance of personality traits
- Recognising strengths, building on weaknesses

Skills for Effective Team Working

- Effective communication
- Information processing (an introduction to mind mapping)
- Problem solving and decision making

The Churchill Challenge – practical exercise

- Planning
- Time Management
- Negotiation
- Problem Solving
- Teamwork
- Communication

Dysfunctional teams

- Why do teams go wrong
- Sources of team conflict
- Managing conflict in a team environment

Achieving team goals

- Identifying team objectives
- Balancing organisational vs. team requirements.
- Motivating individuals and teams