
Building a high performance team

A one day course

An effective team is the key to improving performance in all kinds of organisations, but many people overlook the opportunities to exploit their potential, confusing teams with teamwork, empowerment, or participative management. Teams can turn companies around and provide a powerful tool to increase motivation and commitment. In this one-day introductory course, we cover the understanding of teams, creating teams and exploiting their potential for both the team members and the organisation's benefit.

Key elements of team building

Team building has been one of the most enduring themes of organisational development over the past fifty years. The definition of a team is - a group of people who must directly relate together to achieve shared objectives. By this definition, not all groups are teams.

Fifty people are not a team, as they cannot directly relate to one another. Shared objectives are crucial because unless members have a common purpose there is no basis for teamwork. For example, a group of sales people each serving a different geographical area may be called a 'sales team'. However, by our definition they probably lack the necessary shared objectives and work individually. This sales group will not become a team until they are required to achieve a collective output by working together.

The programme enables participants to:

- Learn why and how teams work
- Understand what it means to be in a team
- Set team performance criteria
- Create the high performance team
- Know the stages of team development
- Learn how to manage teams

Learning outcomes:

After completing the programme, you will appreciate team dynamics and team leadership in a more incisive way. With these new skills, you will be able to be a more effective team member and potentially a more dynamic team leader.

Programme Agenda

Understanding teams

Why teams?
Team basics
Project ownership

The team roles

Know your own role
The team leader
Obstacles and problems

Team communications

Strengths, weaknesses, values & prejudices
Techniques used successfully
Case studies and examples

Typical delegates are:

Managers who need to understand and create teams and for staff who need an understanding of team dynamics so they can take a full team role.

Becoming a team

The team contract
Team performance curve
High performance teams

Managing teams

Energising and focusing
Motivating the individual
Motivating the team

Exploiting the potential

Teams and performance
Teams and change management
Team meetings