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## **Team Leadership**

### **A two day programme**

Teams are 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 introductory programme, we cover the team dynamics, the creation of good teams and exploiting their potential for both the team members and the organisation's benefit.

### **Key elements of team leadership**

Great leaders move us. They ignite our passion and inspire the best in us. When we try to explain why they are so effective, we speak of strategy, vision, or powerful ideas. However, the reality is much more primal; great leaders work through emotions.

No matter what leaders set out to do, whether it is creating strategy or mobilising teams to action, their success depends upon how they do it. Even if they get everything else right, if leaders fail in the task of driving emotions in the right direction, nothing they do will work as well as it should or could. In addition, a leader needs to recognise the individual situation, with relation to the emotional state of their team, and apply their leadership skills appropriately.

### **The programme enables participants to:**

- Understand the dynamics of teams and how they work
- Understand the different roles people adopt in teams
- Be aware of how a team moves through different phases
- Be able to motivate teams and collective behaviour changes

### **Learning outcomes:**

You will understand the working of team dynamics. Also, learn what attributes contribute to moving an ordinary team to a high performance team. As a team member, you will learn how to better contribute and adapt in a group and help others to work effectively. For those who lead, or wish to lead teams you will learn how to apply your leadership style in the best way as a team develops through its different stages of growth and maturity.

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## Programme Agenda

### Attributes of High Performance Teams

Team Development

Team Roles

Team dynamics

### Motivation - An introduction

The needs of people

Motivating the individual

Motivating the team

Practical steps in team motivation

### Leadership application

*Anticipate* – Anticipation is the ability and the eagerness to detect weak signals or trends in your business and your organisation.

*Align* – to achieve congruence in your own values and desires and those of others so you can create coalitions and aligned organisations.

*Act* – to establish what is important to achieve the business's goals, and doggedly persisting in areas that make a difference.

### Dynamic leadership

Failures in leadership

The art of Leadership

Your style of leadership

How best to apply your style of leadership

How a team moves through different phases of maturity from Initiation through Chaos, Normalisation and Progress to Achievement

### Typical delegates are:

People who are currently part of a team or team leaders. In addition, individuals who wish to understand the working and the dynamics of creating teams that are genuinely high performance outfits. For those who wish to understand the leadership implications that a team uniquely displays as they mature as a group.