

How often do you hear about individuals who are responsible for their organization's success? Most likely, it is seldom. In most cases, credit is due to a team, or several teams, that work together to contribute to this success. Effective, high-performance teams don't just happen when people are grouped together, however, they must be built.

HIGH-PERFORMANCE TEAMS: DOES YOUR SUCCESS DEPEND ON THEM?

The explosion of knowledge, technological advances, and industry changes are revolutionizing organizations. Companies can no longer rely on traditional hierarchical structures and top executives to maintain a competitive advantage. They must look to and depend on teams who understand the process of working together, and actively encourage and value the contributions of its members. High-performance teams are comprised of individuals whose energies are directed toward problem solving, task effectiveness, and maximizing the use of each member's resources to achieve the team's purpose

This workshop provides participants, primarily managers, supervisors, and team leads, with a clear understanding of the benefits, as well as the pitfalls, of a team approach. Key concepts include: the reasons people are reluctant to join a team and how to overcome this reluctance, and the prevention of miscommunication and conflict. Strong emphasis is focused on building the skills and appropriate behaviors related to: leadership, project management, flexibility, communication, decision making and delegating, creativity, and problem solving.

WHAT WILL I GAIN FROM THIS WORKSHOP & HOW WILL IT HELP ME?

Benefits: Upon completion of this workshop, participants will be able to:

- ☑ Assess their team more effectively to identify strengths, weaknesses, and areas for improvement to become a high-performance team
- ☑ Apply creative problem-solving tools and techniques, combined with decision-making skills, to resolve current business challenges
- ☑ Utilize the *Three Filters* instrument to understand each team member's talents and how they can apply them to maximize the team's effectiveness
- ☑ Apply proven communication tools to prevent and resolve conflict
- ☑ Identify their team's current stage and move it to the next developmental stage, based on the available choices
- ☑ Increase their own level of comfort in forming a team, leading a team, and contributing as a team member



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High-Performance Teams: Does Your Success Depend on Them?

Sample Agenda:

- High-Performance Teams: When to use them; who is right for the team; what training entails; how management supports and rewards teams.
- The DiSC instrument: Understanding your teammates and how their unique contributions are critical for rapid progress.
- The Four Stages of teams and what to do to move the team forward at each stage: forming, storming, norming, and performing.
- Creative problem solving and decision-making teams tools.
- Action items to include when negotiating support from Executive Management
- Team conflict—what to anticipate and what to do when it happens.



Methodology:

This workshop is very Interactive and is based on accelerated learning, minimal lectures, focus group activities, experiential learning, group discussion, case studies, and benchmarked business practices.

Audience:

Primarily managers, supervisors, team leaders, team facilitators and team members who will be taking a leadership role.

Time Frame:

Two days.