

AN INTRODUCTION TO TEAMS

(one or two day programme)

Effective leaders need to work with and through teams, as both leaders and followers. It is the combined strength of teams, rather than individual contribution, that ensures organisational success.

This one- or two-day programme will introduce you to the main theories of teams and how they develop. In a series of practical exercises, you will build your own ability to understand teams and to inspire team performance.

PREPARATION

- Consider examples within your organisation of both effective and ineffective teams

WORKSHOP CONTENT

- Team dynamics
- Conditions for team effectiveness
- Identifying strengths and vulnerabilities
- Building a shared vision
- Creating a common purpose
- Team-based self-regulation and monitoring

KEY OUTPUTS

- Insight into preferred team role of self and others
- Understanding on how teams form and are sustained
- Ability to create self-monitoring teams
- Techniques to enable teams to build a shared vision and a common purpose

ORGANISATIONAL VALUE

- Intensify the focus of the organisation on team effectiveness, in particular bringing a sense of common purpose and shared values, then building on strengths and celebrating collaboration

PERSONAL VALUE

- Understand team dynamics and how to both create and sustain team performance
- Demonstrate strong team leadership whilst valuing the contribution of others
- Enable teams to share vision, values and behaviours to achieve common goals