

Teamworking is rapidly becoming the preferred practice in many organisations as traditional corporate hierarchies give way to flat, multiskilled working methods. Teams can be exciting, supportive, creative and powerful mechanisms which benefit the individual as much as the organisation. It is also clear that teams learn best when they learn from their own experience – ‘one true insight is worth a week in the classroom!’

Training in different aspects of team development has become ever more sophisticated and the elements of the programme below will be tailored to suit the exact needs of the client group. For example, the training programme for a newly formed team will be different from the programme for a dysfunctional team. But in every case, learning will be experiential and also related to day-to-day live issues.

**Your Workshop Leader: Roy Breustedt**

## LEARNING OUTCOMES

By the end of workshops participants will:

- understand the characteristics of high performing teams and how they work together effectively.
- by participating in a series of structured activities have identified the strengths and weaknesses of the team.
- have developed an action plan to make the team even more effective.

## DESIGNING YOUR WORKSHOP

A prior briefing meeting with your course leader will clarify aims and objectives for the training (which can be run over 1 or 2 days as desired) with topics selected from the programme elements listed opposite.

**Note:**

*This bespoke training is designed to work with an entire team and can form part of a ‘health-check’ which would include in-depth prior briefing, follow-up consolidation workshop, with or without Facilitator’s report and recommendations.*

## **Programme Elements**

### **Understanding how Teams work**

- What makes a good team?
- Matching team to task
- Analysing team roles
- Identifying and balancing skills within a team

### **Creating a Team**

- Establishing trust
- Setting goals
- Providing support – internal and external
- Maximising individual and team performance
- Developing the self-managed team
- Managing and leading teams

### **Improving Team Efficiency**

- Communicating effectively
- Analysing team dynamics
- Creative thinking and problem solving
- Making decisions
- Making meetings more effective
- Raising standards within a team
- Exploring team leadership

### **Focus**

- Measuring performance
- Monitoring and evaluating progress
- Training your team
- Setting smart targets
- Celebrating and rewarding performance
- Adapting to change
- Team planning

