

Developing High Performance Teams

Workshop Aims

Teams, when led effectively can deliver excellent results for a department, project team and the organisation. However, often teams hit rocks and don't deliver. The team leader plays a key role in ensuring the effectiveness of the team, using the skills and strengths of the team members to best effect. This programme will explore the essentials of team leadership to lead high performing teams.

Workshop Objectives

By the end of the course you will be able to

- Determine the factors that *make* a high performing team
- Be able to create a sense of purpose in their teams and work to the organisation's values
- Have developed confidence and action plan to develop behaviours required

Workshop Format

The programme will be highly participative and include discussions, exercises and practice to address the objectives. The participants will be encouraged to interact and discuss the relevant areas to ensure that knowledge and skills are developed. Discussions and ideas will be related to the participants own situations.

Workshop Content

- Workshop introduction, objectives and expectations: The participants will be involved in creating the agenda for their learning and an environment that is open, encouraging and supportive to learning.
- Dimensions that deliver high performance: Explore the five factors that describe the behaviours of team leaders who have high performing teams; throughout the course the participants will develop action steps to live these behaviours consistently.
- Organisation vision and values: Discussions will cover how your team purpose maps to the organisational vision and purpose; what are your organisational values and how to bring those values to life in your teams; what can you as a leader do to create the right conditions to bring the values to life.
- The Five Dysfunctions of a Team (P. Lencioni): Discussions will explore the reasons that team often struggle. Lencioni's model will be explored actionable steps will be explored to overcome the challenges and create a cohesive and highly performing team.
- Team Motivation: Use Motivational Maps to understand the roots behind motivation, the nine motivators and know the motivational hot buttons to drive success; how to apply the information to optimise purpose, reduce conflict, improve team productivity, performance and engagement.
- Team stages: The stages of team development, the characteristics of effective teams will be explored. Discussions will focus on how to bring recognise the stages and bring

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their teams to a highly performing team. This will be linked to the section on managing performance.

- **Belbin Team Roles:** Belbin Team Roles will be introduced to enhance awareness of the natural preferences that people have and behaviours they naturally adopt in teams. Working in a group the participants will develop deeper understanding and appreciation of the different team roles. Through exercises and discussion, the participants will explore how difficult relationships can be turned into highly productive partnerships by appreciating and managing differences. Further discussions will explore the use of the roles to maximise teamwork.
- **Action Plan:** Action plan development for transfer of learning's to the workplace

Options:

1. Complete Motivational Maps questionnaire
2. Complete the Belbin Team Role Self-Perception and observer questionnaire

This outline can be further tailored in content and duration to your organisation's needs. Contact us to discuss further.