

Building and Leading a Winning Team - Programme Overview

Target Audience

Team managers and leaders seeking the knowledge necessary to build their own teams back at work.

Purpose

To help new and existing leaders to develop the skills, techniques and behaviours necessary to transform a group of individuals into a team capable of achieving its full potential.

The programme can be adapted through consultation with a complete team to be used as a forming or building event involving the team leader and all team members.

Style of Programme

The programme involves a balance of input, discussion and team activities to aid experiential learning. Time is provided for reflection and discussion of learning. Participants are able to experience proven team-working processes and techniques to help them deal with the real performance challenges and issues they face.

When the programme is designed around a real team it is preceded by diagnostic meetings in the workplace with team members and the team leader. A detailed design of the programme is agreed with the team in advance.

Outcomes

At the end of the programme participants will be able to: -

- Identify the characteristics of a high performing team
- Recognise the skills needed to accept, work with and value different personalities and experiences,
- Develop a clear vision, purpose, goals and strategies for their team
- Recognise (and agree) the behaviours that enable trust, respect and establish credibility
- Utilise the skills needed to facilitate fast, effective problem solving and decision making
- Facilitate time efficient and effective meetings
- Identify value systems and behavioural protocols that will sustain good teamwork
- Utilise team performance review and planning methods.

Duration

Two consecutive days from 0900 – 1700. As a full team programme the option (recommended) exists for the two days to be residential.