

Team Building

Effective Teams Training

The greatest resource any organization has is its human resource, the employees, staff, supervisors and managers. These people, their combined skills, knowledge and experience will be the difference between a successfully organization – one that continues to grow and expand and an organization that withers and dies.

Today's organizations face complex issues and continual change. In this environment, the work of teams creates the greatest impact; allowing more to be done with fewer resources. As a result, most companies are now made up of teams – both project team and ongoing teams.

The key is whether teams are working as well as they should? Changes in people and systems influence outcomes and productivity is not always optimized. Implementing a team-based culture demands major changes in every organizational system that impacts human resources.

Create and implement your specific organizational team building program to boost the power of your people to work together to realize individual potential and sustain optimal organizational performance.

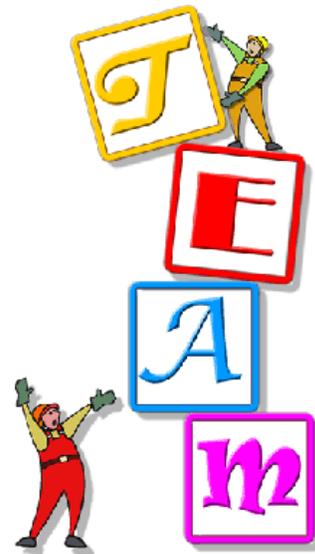
This unique process teaches team members and team leaders how to function more efficiently by creating a clear vision and purpose, empowering and involving all members, creating an open, productive environment, meeting deadlines and celebrating successes.

Building Effective Teams requires:

Team Assessments (How to diagnosis a team's stage of development; identify its strengths and development needs; determine the focus and create an action plan for development.)

Team Relationships and Communication (This depends on how well the team works together.)

- How to develop stronger working relationships and better communication systems.
- Team members learn how to understand their own behavior and the behavior of other team members.



- Team leaders and members learn to understand and resolve team conflict.

Is your staff operating as a team or just a group of individuals?

Building Effective Teams

Objective: Real teams are deeply committed to their purpose, goals and approach. High-performance team members are also very committed to one another. Both understand that the wisdom of teams comes with a focus on collective work-products, personal growth and performance results. However, meaningful, 'team' is always a result of pursuing a demanding performance challenge.



Topic 1: Understanding How Teams Work

- Group vs. Teams
- Building Successful Teams
- Components of a Good Team

Topic 2: Choosing Team Members

- Analyzing Team Roles
- Determining Team Roles

Topic 3: Setting Up a Team

- Balancing Skills Within a Team
- Linking Team Skills
- Setting Goals

Topic 4: Motivating Team Members

- Establishing Trust
- Delegating

Topic 5: Maximizing Performance

- Analyzing Team Dynamics
- Communicating Effectively
- Team Meetings
- Managing Problems, Conflict and Change

Topic 6: Working for the Future

- Training Team Members
- Setting Targets
- Measuring and Evaluating Performance
- Tracking Team Progress
- Planning Future Goals for a Team

Benefits of Effective Teams: Teams can execute better, learn faster and change more easily than traditional structure.