BUILDING HIGH PERFORMING TEAMS

Why High Performing Teams

High-performing teams are crucial for the success and sustainability of any organization. These teams consistently deliver superior results, driven by their exceptional collaboration, innovation, and commitment to shared goals. High-performing teams leverage the diverse skills and strengths of their members, fostering a culture of trust, accountability, and mutual respect. This synergy not only enhances productivity and efficiency but also boosts employee morale and job satisfaction, leading to lower turnover rates and higher retention of top talent. Furthermore, high-performing teams are more adept at navigating challenges and adapting to changes, making them resilient and agile in the face of an ever-evolving business landscape. By cultivating high-performing teams, organizations can achieve a competitive edge, drive growth, and ensure long-term success.

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Who should attend?

- Team Leaders and Managers
- Project Managers
- HR Professionals
- Executive Leaders
- Consultants and Trainers

Methodology

- Hands on Activities
- Group Discussions
- Sharing Insights
- Videos, business case stories
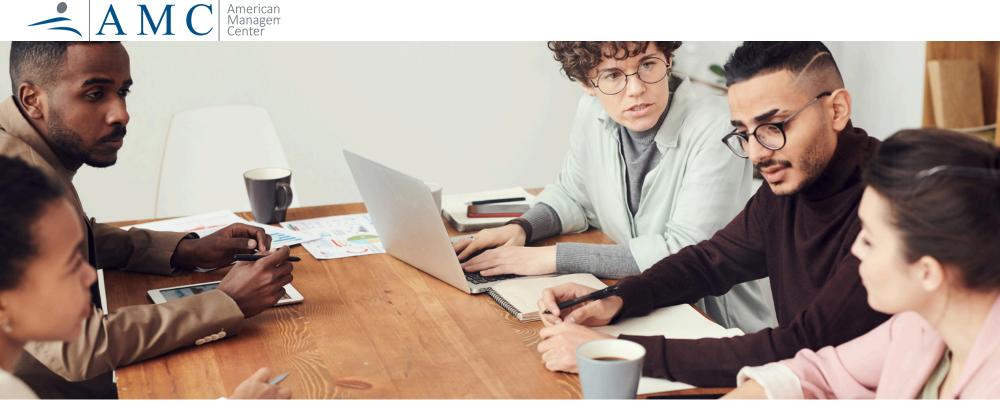- Real World Application
- Action Planning

- Distinguish the differences between individual work and team work
- Be able to assess your own leadership style and team building skills
- Be able to asses the personalities of your peers, superiors and subordinates for effective team building and team work
- Be able to build a team that creates and motivates trust, sets a clear vision and guides your entire team toward greater performance and profit
- Gain insights into the key skills and techniques you need to create a winning strategy through team work
- Learn how to be a good coach and how to build an effective team that works together to deliver better results
- Identify the characteristics of effective team members
- Develop an executive leadership style that adapts to different people
- Improve performance through empowerment and effective delegation
- Build a cohesive unit that performs well in all situations
- Draw on a Personal Development Plan for Further Development as a Leader

Workshop Modules

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Module 1: Challenges of 21st Century Teams

- Remote and Hybrid Work Dynamics
- Diversity and Inclusion
- Managing Technological Disruptions
- Globalization and Cross-Cultural Teams

Module 2: Team Roles, Team Dynamics and Leading Teams

- Taking the Lead
- Managerial Roles and Competencies
- The New Work Place
- Managing in Times of Changing People
- The Team Concept
- Matching Types of Team to Tasks
- Characteristics of High Performing Teams

Module 3: Developing and Maintaining Trust in Teams

- The Importance of Trust
- Communication for Trust
- Building and Sustaining Trust
- Leadership's Role

Module 4: Team Communication

- Ten Steps to Group Consensus
- Barriers to Team Building
- Anxiety of Newly Formed Teams
- How to Handle the Newly Formed Team
- Self-Managed Teams/Situational Leadership
- Building Teams/Enforcing Ground Rules

Module 5: Creativity and Problem Solving in Teamwork

- Understanding Creativity in Teams
- Brainstorming and Idea Generation
- Problem-Solving Strategies
- Prototyping and Iterative Development

Module 6: Networks and Coalitions

- Understanding Networks and Coalitions
- Building and Leveraging Professional Networks
- Creating Cross-Functional Coalitions
- Networking and Coalition-Building Activities

**Module 7:
Influencing
Others**

- Problem Solving
- Building Consensus
- Conflict Resolution
- Identifying Networks and forming Coalitions