

Leading High-Performance Teams

Introduction

A good team is a great place to be - exciting, stimulating, supportive and successful. A bad team drags individuals down to the lowest common denominator. To make great teams; we need to first understand people and how teams work. Through learning basics of high-performance team building we become more successful as both team members and leaders.

The course aims to enable participants to:

- Understand the team roles and behaviors using the key elements of the Belbin Model and how they fit into a high performing team
- Develop the skills required by team leaders focusing on the key elements of the Situational Leadership model
- Better understand how situational leadership with team's work; their strengths, pitfalls and how teams evolve
- Recognise and manage conflict in teams
- Diagnose where the team is now and where it aims to be moving forward
- Demonstrate the application of these skills in practical situations

Objectives

By the end of the course delegates will be able to:

- Describe a systematic methodology of building a high-performance team within the culture of their own organisation
- Agree a checklist (or model) of effective team behaviour
- Explain the team development stages and the different skills that a manager needs at each stage of the development of their team
- Describe the current position of their team
- Define a purpose and vision to move forward
- Describe the components of effective teams and the roles of team members
- Describe their roles in teams and how they affect the team that they are in
- Plan how to develop effective teams
- Explain how team members can be motivated
- Apply situational leadership principles in running their teams
- Demonstrate how to handle conflict
- Produce individual and team action plans. These will record measurable outcomes, actions to be taken and monitoring and review processes

Contents

A sample of what is covered includes:

- What is a team?
- How does it differ from a group of people?
- Getting to grips with what a high performing team really looks like

- How teams work
- Team roles (as developed by Dr. R Meredith Belbin) and their application
- Successful teams
- Tuckman's model of team life
- SWOT analysis of a team
- From inception to success - strategies for team development
- Team values, purpose and vision
- Self-sustaining teams
- Cross functional teams
- Introducing new members
- Managing and developing the teams we now lead -
- Leadership styles and approaches
 - Action centred leadership
 - Situational leadership
- Motivating others
- Communicating effectively
- Developing team members
- Managing performance
- When things go wrong
- Conflict in teams

