

## Building High Performance Teams

### What This Course Is About

This course is designed to enable team leaders of all levels and experience by equipping them with the skills, knowledge and leadership qualities needed to motivate and inspire their teams to achieve and sustain peak performance.

### Who Should Attend

Course content can be adapted to act as an introduction to team development for new and aspiring team leaders, or as a top-up for more seasoned team leaders seeking to refresh and update their ideas.

### Benefits For Your Organisation

Improved co-operation and relationships within teams and between teams; increased productivity and capacity; improved morale and staff loyalty.

### Course Content

- Components of team building . goals, roles, processes and relationships
- Team development models . moving teams from start-up to high performance
- Different types of team and their characteristics
- Team development diagnostic . recognising and responding to team development issues
- Adjusting leadership style to suit the maturity and needs of the team
- Team leader's role in both local and whole-organisation teams
- Strategies for whole-organisation team building
- Integration of individuals into a team
- Team roles and team balance
- Team communication processes including team briefing
- Creative tension and conflict within teams
- Ground rules for team behaviour
- Monitoring for and managing morale issues within the team
- Motivating individuals and the team as a whole
- Maximising the capability and capacity of your team
- Continuous learning and development in teams.

### Learning Outcomes

Participants will be able to:

- Define team building and the requisite parts of the team building process
- Identify the various different stages in their team's development
- Identify and respond accurately to the specific development needs of their team
- Choose and use leadership styles to suit the needs of their team and the individuals within it
- Provide their team with a clear, shared understanding of team goals and roles
- Motivate and inspire their team towards the highest levels of commitment and performance
- Use team resources to maximum effect, developing individuals within the team accordingly.

### Learning Delivery

The course runs for 1 or 2 days, include pre- and post-course assessments and is highly interactive in format, using practice and case studies throughout to test and develop participants' leadership skills. A modular version is available for inclusion in wider management development programmes. A print-based self-study guide is also available as a supplement for or alternative to the course.