

High Performance Teams

Workshop Duration: 1 day

Audience: Intact team or Project Management Office

Prerequisites: None

Competencies and values: Team Development, Leadership, Decision Making, Communication, Conflict Management, Performance Management, Results Orientation

Overview: The role of the team leader is to create an environment where everyone is willing and capable of contributing their maximum value. Teams are a powerful force for contributing value to the bottom line and like any asset they need care and attention to avoid common pitfalls. Under most team obstacles lays a lack of trust, insufficient clarity of purpose, poor communication or the inability to engage in productive conflict. Whether you have a new team or need to revitalize an existing one, this one day workshop will help your team identify its challenge areas, get better acquainted, improve communication, commit to decisions, and get on with contributing the value they are all capable of.



Adapted from *Overcoming the five dysfunctions of a team* by Patrick Lencioni

What will be covered?

The workshop begins with an assessment of the team's strengths and weaknesses. These results empower the team to choose their focal point in enhancing productivity. Activities are customized depending upon the team's development priorities. Additional activities include developing team guiding principles that are used to support each other and hold one and other to account during delivery of key objectives. This sets the stage for relationships based on values versus energy sapping rules and regulations. Team members also learn to give and receive the gift of feedback in order to reduce toxic conflict and improve communication. Feedback is used to improve one's awareness of how strengths contribute positively to team dynamics or how one's blind spots get in the way. Commitment improvement processes are modeled right in the workshop by wrapping up the day with clarifying group decisions, action items and key messages to be communicated to impacted stakeholders.

At the conclusion of this workshop, participants will have:

- Gained insights into personal strengths and weaknesses related to their performance as a member of the team
- Created and committed to team guiding principles to shape their own and other's behaviour
- Learnt and practice better ways of working together
- Created a baseline for measuring future improvements to team performance
- Developed an action plan for individual and team growth

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