

Team Technology

Introducing a programme to help HR professionals and trainers

This programme is intended to assist professionals in designing and implementing their own team building and team performance interventions. It introduces simple but powerful building blocks that are not filled with 'management speak' and which are suitable for all levels of English language ability.



Why do we need effective teams?

Most if not all organisations are centred on teams, sometimes internal and sometimes spanning organisational boundaries. The performance of our businesses depends on the effectiveness of these teams which in turn is affected by their composition and the many complex relationships that exist. Common reasons for poorly performing teams include:

- Frequent changes
- Poor leadership
- Lack of motivation
- Stress
- Lack of attention to team composition
- Poor performance management
- Poorly thought out training and development activities

This 1 day workshop is designed to help HR professionals to design and implement successful team building and team management interventions with a mixture of theory and practical activities.

Topics covered include:

Practical Exercises – useful energisers, ice breakers for use in team building environments

Team Dynamics – what are team dynamics, how to recognise and manage them. Map the dynamics of your own team.

Sources of Motivation – intrinsic vs. extrinsic, creativity and motivation, hiring outside sources, conduct a simple 'motivation audit'

Incentives - what enhances and inhibits team formation?

Performance Management - use a simple framework to design a performance management system. Apply these concepts to a case study.

Conflict – addressing team conflicts and other awkward situations. Illustrated using role play.

Managing Change – how to plan for and make changes, understanding why performance decreases, creating a change team.

Team Building – some simple practical exercises that can be used to reinforce or illustrate course concepts plus what to look for when organising corporate team building events

Using Common Management Models – learn how to select from common models such as Tuckman & Jensen's Forming, Storming, Norming, Performing model, Belbin's Team Roles etc and apply them in different situations

Generating 'Buy In' – use creative techniques to help create 'buy in' and shared values

...plus *Objective Setting, Overcoming Barriers, Groups vs. Teams, Impact of team size, Team Roles, Groupthink, Individual vs. team values*

Concepts are reinforced by practical exercises. Due to the nature of the workshop not all topics can be explored in this way. In such cases the supporting documentation will describe suitable practical exercises. All delegates will receive a handy reference guide plus support via email or Skype whilst putting these ideas into practice for the first time.