

Effective strategies and tools that will enable you to develop your team to its maximum potential

## An Introduction

Managing any team is challenging. In most situations you cannot pick your team; you usually inherit it. This means understanding individuals and 'moulding' them to develop an effective team. Getting the team to the performing stage is an on-going challenge; keeping them there is even greater. This course can be delivered as a stand-alone course or form part of the 'Management Development Programme' offered by Sanderson Associates

## Seminar Objectives

By the end of this programme you will be able to...

- Understand team dynamics
- Determine what stage your team is at in the six stage cycle
- Use effective tools and instruments that will enable you to identify areas for development
- Be able to recognise and deal with team conflict effectively
- Set and agree with the team their purpose and vision – their 'raison d'être'
- Empower the team to give them job satisfaction

## Who Should Attend?

This course is aimed at both new and experienced team leaders that would like to use cutting edge techniques in order to raise the team performance to the highest of professional levels.

## TEAM EFFECTIVENESS

- Identify the factors that make ineffective and effective teams
- How to use these factors to improve effectiveness

## TEAM PURPOSE ANALYSIS

- Identify the team's real purpose its 'raison d'être'
- Identifying the 8 parts that make up the team purpose
- Use the team purpose analysis checklist to assess gaps and development areas
- What happens when the team purpose is incongruent and how to resolve this

## TEAM BEHAVIOURS AND DYNAMICS

- Understanding team behaviours and dynamics
- Assessing functional behaviours within the team
- Identifying 'task' and 'maintenance' behaviours and why both are essential
- Understanding dysfunctional behaviours and their causes
- Identifying and addressing team roles and positions to get maximum output from the team
- Dealing with conflict and recognising that some types of conflict can be good for the team

## THE TEN TEAM PERFORMING FACTORS (10TPF)

- Addressing the 10 factors that make a team perform
- Measuring the effectiveness of each factor and developing a team action plan
- How the 10 TPF's fit within the six stage team cycle

## TEAM TOOLS AND INSTRUMENTS

- This programme uses a range of tools and instruments that will enable you to diagnose the effectiveness and efficiency of your team
- You will take these tools and instruments back to the workplace so that you can use them to develop your team
- A range of team building activities will be used during this programme