

Sample Bespoke Course Overview (Course can be tailored to your team's specific requirements)

Team Development

Suitability

- For teams who are newly formed or under new leadership.
- For teams who have specific issues to resolve or are struggling with conflict.
- For established teams aiming to optimise their performance.

Aims of the Course

- To ensure that the team can work effectively together and pool its skills to optimise performance.
- To ensure that the team has meaningful objectives and that team members feel motivated to achieve them.

Learning Outcomes

By the end of the course, the team members will;

- Understand their strengths and weaknesses in relation to working effectively as part of a team.
- Know the key steps involved in developing a well balanced and successful team.
- Be aware of how differing perceptions can either make or break a team.
- Have a plan that ensures open and clear communication within a team.
- Have proved for themselves that effective teamwork beats individual input.
- Be able to deal with and manage interpersonal conflict within the team.
- Feel more motivated and committed to working as a team member.
- Clearly understand the strategic objectives of the team and the part they have to play in achieving them.
- Understand and feel fully committed to the team action plan.

Outline Programme

- Introduction and Objectives
- Understanding the key principles of teamwork— does the team possess them? If not, what's missing?
- Considering Tuckman's team development model and using it in context.
- Team Roles— Exploiting the strengths of each team member and understanding how team members can best compliment each other.
- Individual versus Team – proving the benefits of teamwork as opposed to individual input.
- Being aware of the significance of differing perceptions.
- Clarifying team strategy and ensuring that strategic objectives and tactical goals are clearly understood and agreed.
- Exploring ways of thinking and working creatively as a team.
- Enabling and ensuring effective and open communication within the team.
- Managing conflict and understanding that conflict is a natural phenomenon that can be used positively if managed effectively.
- Understanding the keys to maintaining motivation and team spirit.
- Ensuring a fair distribution of work and personal accountability.
- Action planning— agreeing courses of action for the future to deal with issues that have arisen during the course.

Details

Duration; Normally one day (0930—1630 hrs)

Venue; Off site or office based.

Price; Between £950 and £1,200 + vat depending on the size of the team.