Leading a High Performance Team

INTRODUCTION

This course breaks down the key psychosocial components of successful team working into easy to understand practical methods for managers and leaders to use in the workplace.

Designed specifically for those with direct people management responsibilities at all levels, particularly those who need to foster collaborative high performance working.

COURSE OBJECTIVES

By the end of this course you will be able to:

- *Recognise* the characteristics of global high-performing teams.
- *Appreciate* the team life-cycle and how success is achieved.
- *Understand* the actions and behaviour combinations of effective team leaders.
- *Use a* combination of practical approaches to engage, empower and motivate the team to maximise and sustain performance.

COURSE DURATION: 2 Day Course

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COURSE CONTENTS

The Characteristics of High Performing Teams
- What is a 'team'? Identifying the types of teams
- The characteristics of high-performing teams
- The value of effective teams on business results

Your Role as a Leader of the High Performing Team
- The skills, qualities and behaviours of an effective team leader
- Mapping your personal leadership style
- Understanding the impact your style has on others
- Situational leadership for everyone

Team Development
- Identifying the stages of team development and the practical actions an effective leader should take
- Auditing your own team - where are we now?
- Driving your own team - what do we need to do?

How Team Roles Influence Behaviour
- Identifying the strengths of each team member and the roles they play
- Assigning activities to appeal to personal strengths and to improve areas for development
- Managing team dynamics to improve team performance

Setting Clear Direction for your People
- Developing a common vision and building commitment to it
- Aligning individual goals with your team objectives and plans

Communicating Effectively With Your Team
- Maximising the effectiveness of team meetings, briefings and team process reviews
- Delivering challenging messages to the team
- Using the skills of appropriate enquiry to encourage autonomy in the team

Developing and Motivating the Team
- Unlocking 'motivation buttons' within your team members
- Practical tips to motivate your team in the real world
- Providing recognition and celebration for successes without spending money

Dealing with Conflict and Poor Performance
- Identifying and developing your conflict management approach
- Dealing with difficult situations in a positive and professional manner
- Giving feedback to poor performers to improve results dramatically

Personal Development Action Plan
Throughout this course there will be a number of practical exercises carried out which will enable delegates to put into practice must of the theory covered