

<b>Course Title</b>	<b>Creating High Performing Teams</b> <i>Improve Performance, Increase Productivity, Foster Teamwork and Create Positive Change</i>
<b>Description</b>	<b>Creating High-Performing Teams</b> is a people development strategy which provides employees proven approaches to creating and sustaining teams that achieve their goals and get results. Participants of this workshop develop effective strategies to manage themselves and their working relationships.
<b>Who Should Attend</b>	Directors, Managers, Principals, Team Leaders, Supervisors, Coaches and people who work in teams.
<b>Purpose</b>	Team members will discover and capitalize on their strengths, learn to value differences, and develop positive communication skills to work together successfully. Five key behaviors for developing productive teams will be assessed and developed.
<b>Objectives</b>	Participants in this workshop will: <ul style="list-style-type: none"> <li><input type="checkbox"/> Discover four types of teams and determine which they aspire to</li> <li><input type="checkbox"/> Explore the Five R's of effective teams – Reasons, Relationships, Responsibilities, Roles and Goals, and Results</li> <li><input type="checkbox"/> Create a team performance challenge that will motivate the entire team</li> <li><input type="checkbox"/> Discover their unique behavioral style and how to capitalize on strengths and minimize weaknesses</li> <li><input type="checkbox"/> Examine ways to minimize interpersonal conflict yet foster ideological conflict</li> <li><input type="checkbox"/> Cultivate effective team decision making</li> <li><input type="checkbox"/> Practice ways to hold each other accountable for individual and team results</li> </ul>
<b>How You Will Benefit</b>	This Team Process is designed to help teams: <ul style="list-style-type: none"> <li><input type="checkbox"/> Improve communication skills resulting in fewer errors and do-it-again projects.</li> <li><input type="checkbox"/> Understand roles and goals resulting in personal responsibility and accountability.</li> <li><input type="checkbox"/> Learn to solve people problems resulting in reduced interpersonal conflict but more healthy ideological conflict.</li> <li><input type="checkbox"/> Discover &amp; capitalize on strengths resulting in improved job performance.</li> <li><input type="checkbox"/> Create collaborative working relationships resulting in greater efficiency &amp; cooperation.</li> <li><input type="checkbox"/> Develop effective self-managing strategies resulting in higher productivity.</li> <li><input type="checkbox"/> Develop good decision-making skills resulting in reduced project cycle time.</li> </ul>
<b>Agenda</b>	<b>Creating High Performing Teams</b> is a five-module process often delivered in a two-day seminar where participants learn the foundational principles of developing the skills and tactics for building high functioning work teams. Follow up sessions are available in the following three, six and nine months to reinforce core content.

	<p>Weekly team meetings are scheduled to ensure course principles are being utilized, goals are being achieved and team members are experiencing success on the job.</p> <p>Course Content Outline</p> <ul style="list-style-type: none"> <li>□ <b>Introduction:</b> Explore the different types of teams and decide which is desirable for this team.</li> <li>□ <b>Module One: Reasons</b> Create a clear direction by cultivating the mission, vision and values of the team. Create an inspiring “thematic rallying cry” that provides motivation for all team members.</li> <li>□ <b>Module Two: Relationships</b> Develop people skills to maintain and build positive team relationships. Discover the style of each team member and how to maximize strengths and minimize limitations.</li> <li>□ <b>Module Three: Responsibilities</b> Understand team dynamics and responsibilities – how to communicate honestly and openly, resolve interpersonal conflicts, and encourage ideological conflict.</li> <li>□ <b>Module Four: Roles and Goals</b> Get the “right people on the bus, in the right seats.” Develop goals that improve performance and increase productivity.</li> <li>□ <b>Module Five: Results</b> Learn the four stages of team development, and how to move the team to the most productive stage. Determine ways to make team meetings more effective, and make decisions that lead to great results for your team.</li> </ul>
<b>Take Aways</b>	<p>Creating High Performing Teams Participant Manual  DiSC® Behavioral Style Profile  Team Planner  Personal Development Plan</p>