



# BUILDING EFFECTIVE TEAMS

ARISTOTLE ACADEMY

*How well does your team function?*

*What is the level of accountability like in your team?*

*How important is it to have a sense of trust in your team?*

## Approach

It is vital everyone knows their role in the team, and the part they play in success. This programme focuses on the responsibilities we all have and share working in effective teams.

We take a practical approach to this programme, encouraging participants to bring their own challenges to the table, and work on them throughout the programme, enabling real solutions to emerge.

## Key Topics

- Evolution of Teams
- Why Teams Don't Work
- Building Trust
- Navigating Conflict
- Creating Commitment
- Developing Accountability
- Results Focused

## Training Objectives

At the end of this training programme, participants will be able to:

1. Understand how teams evolve, and the part you play in making it happen
2. Identify what stops teams from being effective, and what you can do to change that
3. Create a meaningful purpose for your team to focus on, and turn strategies into action
4. Keep score and measure the performance of your team
5. Hold each other accountable for the team performance
6. Overcome situations of conflict, and develop trust within your team

## Duration

Two Days

If you would like to discuss any one of our programmes please call on +44(0)7803 299337 or email: [info@craighilesconsulting.com](mailto:info@craighilesconsulting.com)





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## Programme Schedule

### One Day

#### Introduction & Welcome

- Programme Objectives
- Personal Objectives
- **Team Effectiveness**

#### Team Evolution

- Stages of Team Evolution
- Ineffective Teams

#### Why Teams Don't Work

- *Absence of trust*
- *Fear of conflict*
- *Avoidance of accountability*
- *Inattention to results*
- *Lack of commitment*

#### Building Trust

- Character & Competence
- Credibility
- Trust Behaviours

#### Personal Action Planning

Reflection, Discussion & Action Planning

### Day Two

#### Navigating Conflict

- Situation Analysis
- Focus on the Goal
- Communicate
- Innovate
- Close the Loop

#### Creating Commitment

- Motivation
- Passion & Commitment
- Release & Initiative

#### Accountability

- Accountability .v. Responsibility
- Team Roles & Goals

#### Results Focused

- Win-Win Results
- Performance Agreements

#### Personal Action Planning

Reflection, Discussion & Action Planning

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