

Following change or restructuring, teams need to be able to quickly reform and refocus. Positive working relationships make everyone's job easier and more enjoyable. So if you are the person primarily responsible for managing the relationship – whether with peers, outside suppliers and clients or line managers – there are many different skill areas you will need to develop to be successful. These participative and fast paced workshops blend work-focused discussions and fun, challenging exercises to allow participants to confront and resolve issues.

Your Workshop Leader: Richard Thomson

OPTION 1

For Managers and Team Leaders

Aim:

To help participants improve the collective effectiveness of their teams. This is a facilitated process which will build on existing strengths.

Typical Outcomes:

at the end participants will

- Have compared their team(s) characteristics and behaviours with those of effective teams and team members and identified areas for development
- Understand the stages of growth and development in teams and the leader's role in maximising team performance
- Have practised dealing with controversy, problem-solving and inter-team rivalry
- Be able to communicate more effectively, particularly in giving constructive feedback
- Have practised facilitating team meetings and have clear processes for managing group activities
- appreciate how to manage conflicting priorities and objectives positively

Duration: 1 or 2 days depending on agreed content

WHO SHOULD ATTEND

These workshops are designed for managers, leaders and team members, who want to make a significant difference to their team's collective effectiveness at any stage of the team's development from original vision through longer term relationship building.

OPTION 2

Workshop for Teams

Aim:

To enable participants to evaluate their current level of development as a team and to make action plans that will result in increased individual and collective effectiveness.

Typical Outcomes:

at the end participants will

- Have worked to clarify the essential purpose of the team, what the team wants to achieve in the longer term, and how team members will operate with each other and with their internal and external customers.
- Have agreed how the team's mission, vision and values will be employed to ensure commitment and buy-in from all those it will affect
- Have identified obstacles (including process, structure, climate & relationships) that may be preventing them from achieving their goals and have made specific action plans for their removal
- Be able to communicate better among themselves and with their colleagues and customers (using instruments including: Myers Briggs Type Indicator, Transactional Analysis, Belbin team roles, TW Effectiveness Questionnaire, Johari Window).

Duration: 1 or 2 days (plus follow up if required) depending on agreed content and the current level of development of the team

