

BUILDING HIGH PERFORMANCE TEAMS

INTRODUCTION

Teams are now an integral part of successful organisations. People working in teams assist their organisation in achieving its strategic plan and ultimately its mission. A strong team culture helps an organization retain its best people.

METHODS OF INSTRUCTION

In keeping with the seminar leader's philosophy of experiential learning, you will be continuously working in a team during these three intensive days. You will develop your own team identity which will assist you in sharing, interacting and problem solving in your team. You will use some excellent diagnostic and self-assessment instruments and simulations. These experiences will be complimented by some powerful DVDs where you will see teams in action.

OBJECTIVES

You will learn:

- How teams develop
- The roles that need to be performed in successful teams
- How to obtain synergy in teams
- How to assess team effectiveness
- What problems to avoid in your teambuilding efforts
- How to stay focused on team objectives

- How to recognize and deal with groupthink
- How to avoid the trip to Abeline

OUTLINE

Introduction

- The Concept of Teams
- Team Task I
- Advantages and Disadvantages of Teams
- Stages of Team Development
- Elements of Teamwork
- Team Task II

Roles and Norms

- Role Functions in a Team
- Ground Rules
- DVD

Teambuilding Simulation – Exercise I

- Team Survival Exercise
- Self-Assessment of Team Process
- Team Assessment of Team Process
- Team Effectiveness Diagnosis

Decision Making in Teams

- Team Decision-Making Guidelines
 - Advantages and Disadvantages of Decision-Making Methods
- Synergetic Decision Making;
- Interpersonal Skills
 - Task Skills
 - Rational Skills

Self/Team Assessment

- What Kind of Team Player are You?
- Teambuilding Problems
- Individual and Group Actions Pushing Teams towards/ away from the Achievement of Team Goals

Effective vs. Ineffective Teams

- What Constitutes an Effective Team
- Characteristics of an Effective Team
- Effective and Ineffective Teams
- Comparison between Effective and Ineffective Teams

The Abeline Paradox

- The Five Psychological Principles
- Key Terms
- Action vs Inaction
- Avoiding “The trip to Abeline”
- The Effect on Teams
- DVD

Team Simulation Exercise 2

- DVD (TM)
- Survival Exercise

Groupthink

- What it is
- The Symptoms of Groupthink
- Examples from Life Situations
- Techniques for Avoiding It
- DVD

DURATION

3 Days

WHO SHOULD ATTEND

- Team Members
- Team Leaders
- Project Managers
- Managers
- Supervisors

Full team will also benefit by attending this seminar

YOUR SEMINAR LEADER

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