

Building & leading high performing teams

Understand how to harness the power of teams to improve productivity and quality across the organisation

Why: building high performing teams

Who: senior management / executives
team leaders / managers
project / program managers

How long: 1 or 2 days

Course overview

The increasing popularity of agile and lean delivery methods across a wide variety of industries has put a spotlight on the concept of "self-organising teams". But what exactly is a self-organising team? Can all teams be "self-organising"? And is self-organisation the pinnacle of productivity, or are we missing something?

This course introduces you to the latest research and concepts in team development, leadership and high performance and gives leaders, managers and executives a foundation to create, foster and continuously improve teams.

Course topics

- 1) Teams vs groups
- 2) The impact of teams on productivity and performance
- 3) Team member selection
 - Traits of high performing teams
 - Selection models
- 4) Team development
 - Team performance models
 - Leadership styles and models
 - Levels of self-organisation
- 5) Leadership and management
 - Defining and managing team boundaries
 - Establishing shared accountability
 - Motivation

Learning outcomes

- Appreciate the difference between teams and working groups
- Understand the science in creating teams and setting them up for high performance
- Differentiate between different types of leadership and how to apply them to establish, grow and reset teams
- Have practical tools and techniques to increase team accountability and motivation

Additional information

This course may be delivered as a **1-day “introductory course”** or a **2-day “in-depth learning experience”**.

All topics above will be covered in both versions of this course, however the 2-day delivery allows for a more in-depth discussion and additional hands-on activities for each topic.