



WWW.KQEINC.COM

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Team Building: Developing High Performance Teams

There have been hundreds of studies demonstrating that human beings function better and learn better in groups. If you want to develop your team leadership skills and unleash the talent of your individual team members, this three day workshop is a practical look at current leadership practices that work.

We'll cover practical topics like improving team communication, stimulating creativity, solving problems as a team, resolving internal and external conflict, and obtaining consensus. We'll also discuss some theory on team-building, including your team player style, Tuckman and Jensen's stages of team development, DeBono's six thinking hats, and Glenn Parker's twelve team characteristics. In addition, you'll receive tools to help you grow, such as SWOT analysis and team action plans.

This unique combination of theory, tools, and practice, plus lots of team building exercises, will turn your team into a high-powered machine.

- ✓ Introduction and Course Overview
- ✓ Organizations Today
- ✓ Types of Teams
- ✓ Developing Team Norms
- ✓ TORI Model
- ✓ Stages of Team Development
 - Forming
 - Storming
 - Norming
 - Performing
- ✓ Parker's Characteristics
 - Clear Purpose
 - Informality



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- Participation
- Listening
- Civilized Disagreements and Consensus
- ✓ Open Communication
 - Objective
 - Method
 - Structure
 - Feedback
- ✓ Clear Roles and Assignments
- ✓ Shared Leadership
- ✓ Scrambled Eggs
- ✓ Glenn Parker Team Survey
- ✓ Trust/Relationship Model
- ✓ Creativity
- ✓ DeBono's Thinking Hats
- ✓ Team-Shaping Factors
- ✓ Problem Identification
- ✓ Steps for Effective Problem-Solving
 - Exploration
 - Analysis
 - Evaluation
 - Other Problem-Solving Techniques
- ✓ Interventions
- ✓ Resolving Conflict
- ✓ SWOT Analysis
- ✓ Team Action Plans



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- Planning Tools
- Individual Action Plans
- ✓ Workshop Wrap-Up