



# High-performing teams

## A one-day workshop

### Overview

To stay ahead of the competition, it's vital for organisations to develop a high-performance work culture, so it should be a key goal for all managers to build high-performing teams. Building a team that can make better decisions and execute tasks at pace is the best route to increased productivity and engagement.

This workshop explores a range of concepts to support managers to successfully develop high-performing teams. It's a very practical session, blending group discussions and exercises with expert trainer input. It will help ensure that you have your people in the right place, doing the right things, together.

### Learning objectives

This very 'hands on' workshop will help you:

- Discover how understanding the five dysfunctions of a team can help you develop your own team
- Understand and apply the Belbin team roles model
- Be able to balance task, team and individual
- Lead your team through the different stages of team development
- Help your team make the most of hybrid working

### Audience

This session is suitable for line managers at all experience levels.

### Format

A highly practical one-day workshop (six hours, including mid-morning and afternoon breaks and a lunch break) for a group of up to 12 people.

The session can also be tailored for virtual delivery if required.

### The expert trainer

Jamie is a highly experienced, qualified, award-winning and nationally recognised professional within the world of learning and development. Passionate about empowering change, transformation and growth in a fun, creative and inspiring way, he has designed, delivered, facilitated and run world-class bespoke workshops, transformation events, corporate coaching, qualifications, apprenticeship support, business development and call guides.

## **Workshop outline**

### **1 Welcome, objectives and introductions**

- ✓ Meet your 'new' team
- ✓ What does a high-performing team look like?
- ✓ The five dysfunctions of a team

### **2 Belbin's team roles**

- ✓ Understanding Belbin's team roles
- ✓ What role do I play in a team?
- ✓ Applying Belbin's team roles to your team
- ✓ Balancing strengths and weaknesses

### **3 Action-centred leadership**

- ✓ Introduction to the action-centred leadership model
- ✓ Action-centred leadership in practice: balancing task, team and individual
- ✓ Assessing your team and your role as team leader

### **4 The stages of team development**

- ✓ Understanding Tuckman's stages of team development: Forming, Storming, Norming, Performing
- ✓ Tools and techniques to lead teams through each stage
- ✓ Creating high-performing teams in a hybrid working environment

### **5 Action planning**

- ✓ Re-introducing your 'new team'
- ✓ How do we apply what we've learnt?
- ✓ Review learning and personal action planning

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