



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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