



The Team Development Day

A one-day programme for public service / VCSE organisations

Overview

This event enables teams to develop a clear purpose and meaningful identity. It helps build the team and enable everyone to understand their roles more clearly, deepening understanding of each other, leading to agreeing together what kind of team you wish to be.

Outcomes

This event will help you:

- Get and build the team, in an enjoyable and energising setting
- Identify your team vision and purpose together
- Increase awareness of each other's roles, strengths, capabilities and styles
- Explore and identify what kind of team you want to be, how you will develop to be a great team, and how you will overcome any challenges together
- Devise an action plan to take forwards and implement with energy and commitment

The agenda can be tailored to the organisation's values and priorities. It can be tailored further to address any specific learning objectives required.

Audience

This programme is appropriate for teams and groups in public sector and VCSE organisations.

Format

The day will be a mixture of exercises, activities, discussion and action planning. It incorporates opportunities for everyone to get to know each better and have an enjoyable and energising experience. It will include personal and team action planning.

The expert facilitator

[Amanda Dudman](#) is always our first choice for public service and VCSE clients. She is an extremely popular trainer, facilitator, coach / mentor and consultant with an in-depth understanding of what it means to work in the public and VCSE sectors. Her work is divided between: customer service training; leadership, management development, and personal effectiveness; coaching and mentoring.

See some of the **feedback** from her programme sponsors and participants:

- ‘The team really enjoyed the training and felt that they got something out of it, which is really positive. I felt that it went really well and gave the workers an opportunity to reflect on the way they respond to situations and why, and building up their resilience. It certainly helped me!’
- ‘Many thanks for the training workshop yesterday – really inspiring in both the content and the way you encouraged us all to participate.’
- ‘Great feedback from the trainees today and lovely to see our partners also really enjoyed the training too. I do think this has made a real difference. Amanda you were excellent and a really engaging trainer with lots of very practical advice for the trainee mentors.’
- ‘**Brilliant** all round!’
- ‘Very alive!’
- ‘**Inspirational** facilitator.
- ‘Just great!’
- ‘Great facilitator!’
- ‘I loved it.’
- ‘I would recommend this to everyone.’
- ‘Great trainer.’
- ‘**Brilliant!**’
- ‘Fantastic!’
- ‘**Day flew by.**’
- ‘Very informal trainer. Knows what she is taking about, **energetic and passionate!!!**’
- ‘The trainer was **awesome.**’
- ‘[Amanda] was bubbly, very friendly. Knew her stuff. Very **inspiring.**’
- ‘**Fab!!!**’

Programme outline

1 Welcome and introduction to the day

- ✓ Housekeeping and setting the scene for the day, reminding ourselves of our outcomes
- ✓ How we will work together today (ground rules)
- ✓ Setting the context

2 Getting energised and breaking the ice

- ✓ Activities to help everyone feel part of the day, bring energy and have fun.

3 Our vision and purpose

- ✓ Creating our vision and purpose together
- ✓ What kind of team do we want to be?
- ✓ What are we here to do?
- ✓ Where do we want to be?

4 Our values and challenges

- ✓ Building on the vision and purpose we have identified
- ✓ Discovering and developing our values in alignment with the organisation and our own ways of working
- ✓ Identifying both success factors and any challenges to overcome
- ✓ This is us
- ✓ Check-in – the stages of team development: considering what stage the team is at and how we stretch and challenge ourselves to move forwards

5 Team identity and joining everything up

- ✓ Hot seat – presenting personal shields
- ✓ Plenary – how was that?!
- ✓ Open space activity
- ✓ To formulate a team manifesto that reflects us outwardly to others and inwardly to each other

6 Reflecting, looking forwards and turning ideas into action

- ✓ Drawing conclusions from the activities – a ‘round robin’ activity to help everyone share their thoughts, feelings and ideas for moving forwards.
- ✓ Action planning
 - Personal actions – my ‘Stop, Start and Continue’ commitment
 - Team action plan and next steps
- ✓ Review of the day