

Championship Teams

Harvesting the Wisdom of G.R.E.A.T. Teams

Improving teamwork is everyone's responsibility and requires appropriate action from the most senior to the most junior team member.

This course delivers the teamwork knowledge, competencies, and skills needed by all levels of the organization. These include the ability to: focus on true achievement with appropriate **Goals**; establish and communicate **Roles** and **Responsibilities**; develop and manage team **Rules** and standards of performance; create and maintain an **Environment** of mutual trust, respect, and commitment to success; thoughtfully adopt the **Attitude** and professional bearing conducive to teamwork; and maintain high levels of **Trust** and respect that fosters positive interdependence and authentic participation.

Course Objectives

- Describe the six core attributes of effective teamwork using the G.R.E.A.T. acronym.
- Describe the characteristics of a high-performance team.
- Describe the roles and responsibilities of an effective team member.
- Demonstrate an understanding of the stages of workgroup development.
- List observable behaviors that signal the team's stage of development and suggest actions the individual can take to facilitate higher levels of teamwork.
- Describe how team deliverables enable organizational success.
- List the seven essential competencies that embody high-performance teams.
- Describe six team decision-making techniques, their pros and cons.
- List five conflict management strategies and describe when each has merit.
- Define effective team communications and describe how this principle can be applied in their own workgroup.
- List actions that they can personally take, either now or in the near future, to improve their own workgroup's effectiveness.
- Enable participants at all levels of the organization to take actions that foster an effective and rewarding working environment.

Format

Delivered in one- and two-day seminars

Breakout sessions of 60-90 minutes are available

Web-delivery formats in single and multiple session programs

Course Outline**DEFINING HIGH PERFORMANCE TEAMS**

Exploring our organization's work culture and beliefs
Connecting our vision and values
Establishing team ground rules and norms

PRINCIPLES OF DEVELOPING CHAMPIONSHIP TEAMS

Understanding how teams grow
Shifting the paradigm to team work
Teams, good teams, and GREAT teams
Describing the individual's role in team success

CREATING A FOCUS ON RESULTS

The job performance and job satisfaction connection
Creating SMART goals
Linking individual, team, and organizational goals

CHAMPIONING INDIVIDUAL AND TEAM SUCCESS

Individual motivations and group performance
Balancing individualism with teamwork
Defining our team responsibilities
How to establish team roles and responsibilities
Creating an environment for success
Situational leadership: releasing power
Team building for emerging leaders

COMMUNICATION SKILLS FOR TEAMS

Problem solving processes for high-performance teams
Decision making in a collaborative team environment
Managing conflict within our team
Managing team dynamics

STAFFING CONSIDERATIONS

Creating and managing team dynamics
Assigning responsibilities
Assessing workgroup development
Diagnosing team needs

FACILITATING SUCCESSFUL TEAMWORK

Conducting a fast-start team meeting
Visual planning techniques for team meetings
Facilitating group discussions
Problem solving processes and techniques for teams
Building team commitment
Managing virtual teams and remote team members

EXPERIENTIAL LEARNING SIMULATION

The Industrial Peg and Marble Game
Round One – Creating a GREAT Team
Round Two – Dealing with Adversity
Round Three – Achieving High Performance
Review and debriefing

