|  |  |
| --- | --- |
| **Programme and client title** | MultiChoice Work Readiness  High Performance Teams |
| **Faculty/facilitator name** | Steven Carlin |
| **Programme director name** | Gene van Heerden |
| **Duration of teaching session/s** | 1 day |
| **Topics/themes to be taught** | Broad themes / topics to be covered:   * The Changing World of Work & the drive towards ‘high performance’ teams. The session will explore the external factors impacting on organisations and highlight ‘performance driven’ as an organisational response. Within this discussion, High Performing Teams will be positioned * Exploring high performance in the context of team. A number of definitions will be presented with 3 activities that will require the syndicates to assess their current performance against a HPT Assessment; a Stages of Team Development Assessment and a Team Types Assessment. For each of these activities the syndicates will be required to assess the current state; share their experience to develop a shared understanding and agree action that will be undertaken to drive high performance within the team. |
| **What do you bring to Henley with this session/s?** | 26 years of corporate and consulting experience with a focus on organisational design and leadership development |
| **What the delegates should know/be able to do by the end (intended outcomes) – inclusive of practice time in the workplace** | Understanding of the following   * The Changing World of Work - impact on teams * Introduction to ‘Team’ Theory – definitions & characteristics * High Performance Team (HPT) Assessment * Stages of Team Development * Team Roles & ‘playing to strengths’   Will be able to apply different HPT techniques to explore the current state within their ALP and work based teams. |
| **Online pre-work/reading** | Workbook with HPT Assessments to be completed prior to the session |
| **Usage of digital tools/platforms** | Zoom |
| **Daily times and broad task types:**  **List (with teaching themes) –**   1. **Duration of sessions** 2. **Breakaway vs plenary** 3. **Other types of tasks e.g. individual time offline** 4. **Quizzes or other additional digital teaching mechanisms** | Morning session – introductions and theory input (50/10 rule)  Post morning tea and post lunch there will be two short theory input sessions followed by a syndicate discussion and plenary to debrief the learnings and agreed actions  The post afternoon tea session is a group analysis of the roles people play in teams  ALP syndicate discussions  Pub quiz approach to ‘test’ learning  Yoga and ‘desk dancing’ energisers |
| **Digital simulation/immersion** | N/A |
| **Fireside chat/power hour** | Change Initiative in Transnet |
| **Assessment type and period required** | Stages of Team Development Position Paper. Participants are required to assess either their ALP or work based team against the framework and determine actions to drive high performance with the team |
| **Recommended reading/webinars etc** | Additional links are discussed during the session |
| **EE support team** | Siya & Kholofelo |
| **Other faculty involved** | N/A |
| **Other pertinent information** | N/A |