

## Develop a Team Culture - Indoor

**There's a Chinese proverb that says, "Tell me and I'll forget; show me and I may remember; involve me and I'll understand." Team work is about involving all participants so that the culture of cooperation and synergy becomes an easier and motivated path to follow.**

**The way a team works as a whole, determines its success. You may have the greatest group of individual performers in the world, but if they don't work together, the business won't ever be the great enterprise you've dreamed about it being.**

### **Course Outline:**

- Understanding what makes a good team.
- The objective of the opening activity is to complete a project without the team understanding its purpose, its dynamics, its capabilities.
- Team working is rapidly becoming the preferred practice in many organisations as traditional corporate hierarchies give way to flat , multiskilled working methods. Traditional and contemporary teamwork frames are examined and compared.
- Identify the importance of team interaction and goal setting to achieve outcomes.
- Identify how behaviour impacts on team interaction
- Understand how to apply basic conflict resolution techniques when involved in teamwork.
- Discover the professional approach to resolving issues and depersonalising situations that have the potential to be stressful.
- How to identify and capitalise on individual strengths to maximise results.
- Application of the skills in a team work scenario

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### At the end of the course you will be able to:

- Work within a team dynamic and actively be involved in completing exercises where tasks must be completed as a team in order to succeed with little instruction or direction.
- Identify after the activity debrief how to develop a model for the “perfect work team” listing team requirements and what is needed in order to achieve potential.
- Recognise what High Performance teams need. Such as-
  - a) The importance of team visioning
  - b) Developing team objectives
  - c) Action planning in a team environment
  - d) Setting ground rules
  - e) Identifying team values
- Discuss the power of teams owning goals and task outcomes and the importance of flexibility, responsibility and accountability in team skills
- Recognise how personalities impact on team outcomes. How to examine individual behavioral traits as well as roadblocks to team success.
- To introduce strategies for staying neutral in times of communication difficulties. This is a powerful tool and can be used in all business and personal situations. This involves keeping the issue out in front and steps to deal with the issue not the person.
- Be able to use techniques that cover basic conflict resolution and how to communicate ideas in a way that promotes openness and collaboration.



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### Who should attend:

- Teams and their Managers.

<b>Course Duration Options</b>	- 1 day program – (highly interactive, role plays etc).
<b>Participant Numbers</b>	8-12 participants
<b>Pre-work required</b>	Nil
<b>Post work required</b>	Post work is set to consolidate skills into the workplace habits.