



Building Highly Functional Teams

Overview

Building High Functioning Teams training will teach participants how to grow employees into highly driven individuals dedicated to getting results. Participants will learn how to foster cooperation within their teams with effective decision-making tools that will inspire and motivate their teams for success.

Learning Objectives

- Identify different types of teams.
- Promote trust and rapport by exploring team player styles and how they impact group dynamics.
- Recognize the key elements that move a team from involvement to empowerment and how to give these elements to a team.
- Develop strategies for dealing with team conflict and common problems.
- Understand how action planning and analysis tools can help a team perform better.

Course Agenda

Module 1: Leading Your Team

- Types of Teams
 - Contributor
 - Collaborator
 - Communicator
 - Challenger
- Establishing Team Norms
- Increasing your effectiveness as a team player

Module 2: Facilitating a Team that Gets Results

- TOIR Model
- Team Contracts
- Four Activities
- Why Teams Fail
- 9 Characteristics of Effective Teams

Module 3: Problem-Solving and Decision-Making

- Three-Phase Problem-Solving Model
 - Problem Identification
 - Problem Analysis
 - Find Solutions – Make a Decision
- Your Problem-Solving Style
- Identifying your Dominant Style
- Team Leaders Role in Problem Solving Process