

# *Teambuilding*

High performance teams possess a powerful esprit de corps, a common feeling of purpose, pride, loyalty and responsibility. The team is united in its fulfillment of vision, organizational mission, and consistently meets the challenging objectives of new opportunities. In spite of today's ambiguity and uncertainty, the innovative spirit of teams is committed to continuously improving all aspects of the job.

## *Seminar Objectives:*

To focus on interdependent skills and attitudes essential to effective teambuilding. Participants will examine essential competencies that constitute high powered teams and the necessary skills for managing and communicating as a team. They will also learn how to reinforce creativity, ownership and accountability as team assets.

## *Topics:*

- ◆ Reasons for characteristics of a high performance team
- ◆ Teambuilding and the Total Quality Management initiative
- ◆ Team process vs. formal team structure vs. teambuilding
- ◆ Group behaviour and team behaviour: examining the differences
- ◆ Types of teams that operate in the workforce: their purposes and their benefits
- ◆ Organizational indicators that determine necessity for teambuilding
- ◆ Barriers to teambuilding: organizational, departmental and personal
- ◆ External/Internal factors that influence team effectiveness
- ◆ Stages in team development and teambuilding factors that develop over time
- ◆ Understanding positive and negative dynamics that occur in teams
- ◆ Personality and behavioural styles: blending the differences
- ◆ Roles and responsibilities of team leaders and individual members
- ◆ The team leader's role in motivating and maintaining high performance
- ◆ Working with a vision in a team atmosphere: delegation, group goals and priorities
- ◆ Leadership and interpersonal skills that make teams work
- ◆ Setting SMART team goals and realistic performance expectations
- ◆ Team synergy and empowerment: what it is and how it happens
- ◆ Creative thinking, problem-solving, and participative decision-making
- ◆ Review, analysis, improvement and re-planning: keeping the team on track
- ◆ Rewarding working together vs. against each other
- ◆ Motivation and job dimensions: keeping the team alive!
- ◆ Effective communication: listening, presenting, persuading, and reinforcing
- ◆ Resolving conflict on a personal, interpersonal and team level
- ◆ Peer assessment as a guide to performance improvement
- ◆ How top management can reinforce the teambuilding initiative