Teaming – Creating and Sustaining High Performance Teams

Title of Course:	*Creating and Sustaining High Performance Teams*	Length of Course (# Of Hrs/Days):	16 Hrs/ 2 days
Total Price of Course:		**Minimum and Maximum Number of Participants:**	12-24
Price Per Participant			

Description

Creating and Sustaining High Performance Teams is an in-depth view of how to start up teams effectively, how to leverage the uniqueness and differences that people bring to teams, and how build capability into teams to renew themselves and sustain high performance. The course content addresses how individual differences in thinking, learning and communicating impact teams and how these differences can be leveraged to achieve exceptional levels of performance. It addresses how an organization's and team's decisions influence the culture and performance of the team. The course also addresses the different kinds of teams: functional teams, project teams, multidisciplinary teams and management team; how each is different and how to install a high performance team culture in each. Course contents includes a review of the research on the characteristics of high performance teams, an introduction to the models, tools and methodologies for creating and sustaining these. The course addresses how teams are perfectly designed to get the results that they get and it provides a framework and model for designing and improving high performance teams. The course focuses on elements and principles of high performance behavior and an understanding how to make changes within your teams to shape and influence these behaviors. Most importantly, the course will discuss the leader's role in guiding and influencing high performance teams.

Because of its modular nature this workshop can be shortened, lengthened, or spread out into 4-hour blocks based upon the agency's needs. Workshops can be delivered in standard form or can be customized to specific client needs and cultures.

Who should take this course?

Federal, Tribal, Government or Civilian Agency leaders and employees participating in a project team, functional team or management team that is involved in a start up situation, change effort, transformation, or are implementing strategic initiatives.

What participants will gain:

This workshop will provide the skills, knowledge, and expertise necessary to help create and sustain a culture of high performance. In this highly interactive 2-day workshop, participants use the HBDI and whole brain model to understand their personal approaches to team development and leadership, and develop skills for effective team communication. They will explore characteristics of effective team building as they relate to the diversity of thinking preferences among team members and they will practice team-building techniques in realistic business situations. Frameworks, models and tools will be provided that will enable participants to return to their organizations confident and eager to fulfill their role in leading project teams, functional teams, management teams, or teams engaged in organizational transformation. This workshop is noted for its high impact nature in terms of knowledge retention and skill application due to it being founded upon a proven, three-phase approach to learning:

 Phase 1: Workshop preparation (pre-work)

Phase 2: Workshop event (training event)

Phase 3: Workshop application (post workshop application assignments)

Course Content

Understanding the characteristics of high performance teams

Understanding your individual thinking, learning and communicating profile (HBDI)

Identifying the Stages of Team Development and Models to develop a High Performance Team Culture

Shaping a Team Culture of High Performance

The Leader's Role in Shaping a Team Culture of High Performance