

Improving the performance of teams

Objectives

Apply what you learn during this workshop and you will be able to:

1. Distinguish clearly between a group and a real team, and decide which you work within.
2. Identify the specific issues your team needs to work on first to enhance performance.
3. Use a better understanding of high performing teams to make a positive difference to yours.
4. Move your team forward from where you feel it is in a four part development framework.
5. Encourage more giving and receiving of feedback within your team.
6. Play a significant role in working on the issues that make a serious difference within your team.

Outline programme

Check in: overview, introductions, and issue of learning points sheets.

Two teams: a first activity that distinguishes groups from teams and raises issues to work upon.

A great way to start us off with some fundamentals and real issues from your work teams.

Alphabet names: a quick practical way to illustrate the key team feature of synergy.

A carefully selected slideshow that highlights 50 key factors of really high performing teams.

- Four parts to the Tuckman team development model
- Nine steps to developing a powerful team
- Eight qualities of team greatness
- Nine signs that a team is working well
- Three levels on which to measure team effectiveness
- Eight indicators of a high performing team
- Nine building blocks of true teamwork

Team quotes – words of wisdom that help us understand what makes a team that works well so special.

Look them over then in pairs decide on the three each that make the most impact on you.

Reds and blues: a classic team activity that always highlights key elements of team working.

Plenty of learning from this simple yet powerful team exercise.

Feedback is a test of true team performance, first a quick positive feedback activity...

After the above, a more intensive, powerful exercise in giving and receiving feedback skilfully.

Video: The five dysfunctions of a team.

Capture and note at least three learning points from this short video that make a difference to your team.

A team diagnostic activity in two groups then sharing thoughts on the specifics of a best performing team.

Seventy five very specific indicators of high performing teams – which of these will help you with yours?

Planning to apply your learning: three things you will do in a month to make a real difference to your team.

Sources of further learning on and around team development.

Review and departure.

There will be plenty of flexibility in our day to work on real workplace issues of relevance and concern.

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