

MANAGING AND BUILDING HIGH PERFORMING TEAMS

Be the Best Team You can be

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About the Course

Do you want to build a strong team environment and a team that consistently delivers high-performance outcomes? By fully understanding the role and contribution of individuals and applying this to teams, you will be provided with a comprehensive toolkit to improve your current team.

As most of us know, experiences of working within a team can be wildly different. At some point during our lives, most of us have found ourselves working in a less than desirable team environment, where fear of speaking up, ongoing conflicts and that unpleasant feeling of 'walking on eggshells' is part and parcel of a day spent in the office. Building and maintaining high performing teams, no matter the team or goal, requires leaders to master a few key principles and rigorously apply them in their organisation.

The nature of teams has evolved during the Covid years with various new techniques and styles required to lead them effectively. This training course explores these new ways of working with your teams. More than ever, teams need to perform, and they need to perform to a higher standard than ever before to survive the current pressures around them.

Core Objectives

The delegates will achieve the following objectives:

- Understand what makes the team successful
- Know the stages of team development and the challenges of each
- Apply a range of strategies to create, develop and motivate your team
- Know how to recognise the unique strengths of each team member and use this to improve overall team performance
- Create a team vision and communicate this successfully to your team to create buy-in
- Carry out an effective team meetings
- Strategies to deal with conflict within the team
- Understand how to make a hybrid, virtual and remote teams successful

Training Approach

This training course will combine presentations with interactive practical exercises supported by video material, questionnaires and case studies. The delegates will be encouraged to participate actively in relating their team issues and applying the toolkit provided in the course.

The Attendees

This training course is appropriate for a wide range of professionals but will greatly benefit:

- Sales and Marketing
- Product innovation, development and engineering
- Team Leaders and Managers who want to improve the current performance of their Teams
- Support Functions such as Legal, Finance, and HR

DAILY DISCUSSION

DAY ONE

OVERVIEW

- What is a team?
- Defining a High Performing Team (HPT)
- How does an HPT differ from a standard team?
- Rating your Team
- Teams Aims & Purpose
- Measuring Team Effectiveness

DAY TWO

TEAM ROLES, CONFLICT & WORKING TOGETHER

- Belbin Team Roles Questionnaire and Analysis
- Handling Conflict
- Conflict questionnaire & review
- Team Behavioural Styles
- Adapting & Connecting with Others

DAY THREE

IMPROVING YOUR TEAM PERFORMANCE

- Working Smarter not Harder
- Innovative Team Methods
- Marginal Gains
- Sky/Ineos Team Case Study
- Your Team Improvements

DAY FOUR

MOTIVATING & ENGAGING YOUR TEAM

- The Difference: Motivation & Engagement
- Herzberg's Motivators & Hygiene Factors
- Dan Pink and MAP
- Gallup's 10 key factors for engaging the workforce
- Motivation profiles for your Team

DAY FIVE

DEALING WITH CHANGE & NEW TEAM ENVIRONMENTS

- The new world of Teams
- Managing Remote, Hybrid and Virtual Teams
- How do we react to change?
- Coping with ongoing change for your team
- Communicating & Managing Change
- Action Planning