TEAM BUILDING

Overview:

Team building will strengthen and build the whole team while developing the individual; it helps people steer away from blame and create a climate of loyalty and support.

This training program aims at aiding managers understand the various elements that go into building and managing an effective team.

Objectives:

- Understanding of various team roles and how to harness the different strengths and styles to improve team performance
- Dysfunctions of a team and how to work in collaboration
- Explore techniques that enable individuals and teams to address the communication and process issues that are barriers to high performance
- Reflection of one's own role and preferred style in a team.
- Effective Feedback

Training Topics:

- Requirements and features of a team
- Bruce Tuckman's model of team development

    o   Forming
    o   Storming
    o   Norming
    o   Performing
    o   Adjourning

- Understanding team dynamics –Johari Window
- Managing a team

    o   Selection
    o   Bonding
    o   Development
    o   Optimizing performance
    o   Assessment

- The Role of the Leader/Team Member

    o   Understanding the stages of team building
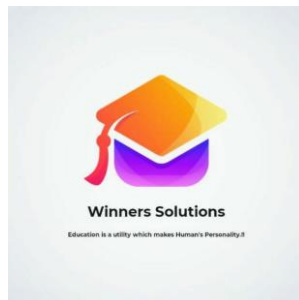
- o Leadership/Team Member behavior for each stage
- o The art of delegation
- o Building trust
- o Creating a collaborative work environment
- The importance of giving and receiving regular feedback

Training Hours:

The duration of the training program will be 8 hours

Training Methodology:

- Instructor Led Training
- Role Plays
- Games and Group Activities
- Case Studies

Resources Required:

- MMM Training Solutions will conduct the training.
- Maximum number of participants to a class will be 15.
- The training will be conducted at a venue organized by your organization.
- The following will be provided by your organization:
  - o Handouts will be printed/photocopied
  - o An LCD projector
  - o Audio speakers