Learnsoft
ENTERPRISE TRAINING

Effective Team Leadership

Length: 1/2 Day

Summary: Participants will understand the stages of team development and understand the mechanics of high performing teams. They will then create a team development action plan to improve their effectiveness as a team.

COURSE CONTENT

STAGES OF TEAM DEVELOPMENT
- Introduce, Forming, Storming, Norming, Performing Team stage definitions
- Identify common challenges of each stage and strategies to overcome them

CHARACTERISTICS OF COHESIVE TEAMS
- Introduce 5 Behaviors of Cohesive Teams – Patrick Lencioni
- 5 Characteristics of an Effective Team Assessment Worksheet exercise

FOSTERING TRUST ON TEAMS
- Building Trust on Teams – Team identify and performance
- What is Trust? & Four Cores of Credibility
- Building Relationship Trust – 13 Behaviors
- Building Trust Self-Assessment – exercise worksheet
- Introductions - Participants will pair up and interview each other and introduce their partner to the rest of the group

CONFLICT ON TEAMS
- What is Conflict? Characteristics that cause conflict
- What is constructive conflict
- Steps to resolve destructive conflict
- Providing Effective Feedback
- "Want Collaboration? – HBR Article review exercise
- Team Conflict Worksheet – HMM exercise

COLLABORATION KEYS AND "BEST PRACTICES"
- Tactics for encouraging collaboration
- Increasing Team Participation
- What is psychological safety & why is it important for teams? – McKinsey & Company Article exercise
- Tips for fostering creative thinking on teams

FOSTERING TEAM COMMITMENT
- What Amazing bosses do differently – HBR Article
- Four things to do when your team is smarter than you
- "Best Practices for making team decisions effectively & Hall marks of effective decision making
- How to handle the naysayers on your team – HBR article review
- Levels of involvement in decision making & bring the process to closure – at the right time - HMM

CREATING TEAM ACCOUNTABILITY
- Evaluate team performance – measure results and process
- 5 Tech Tools to measure your business human factor – entrepreneur Bloc article review exercise
- Team evaluation methods
- Reward effectively

ACHIEVING TEAM RESULTS
- Evaluate team performance – measure results and process
- Improving Team Effectiveness Action Planning - Exercise

WRAP UP AND SELF REFLECTION

- Individual Reflection: Getting Along – Words of Encouragement (DVD Presentation)