



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
 - Forming
 - Storming
 - Norming
 - Performing
 - Adjourning
- Understanding team dynamics –Johari Window
- Managing a team
 - Selection
 - Bonding
 - Development
 - Optimizing performance
 - Assessment
- The Role of the Leader/Team Member
 - Understanding the stages of team building



- Leadership/Team Member behavior for each stage
- The art of delegation
- Building trust
- 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:
 - Handouts will be printed/photocopied
 - An LCD projector
 - Audio speakers