Team Building for High Performance

Course Duration : 5 days

Date : 25-Nov-2024 to 29-Nov-2024

Location : Abu Dhabi

Type of Participant : The TEAM course is ideal for Directors & personnel in International coordination offices, Newly appointed managers. Team leaders and team members, Professionals interested in acquiring effective teamwork skills, Directors/Managers and Trainers.

Summary:

Employers committed to the overall success of their organizations invest in building teams that achieve and sustain high performance. Knowing how to lead and allow others to lead; operating with a clear understanding of shared goals, strategies, and work plans; defining team roles and responsibilities are all part of successful team building.

This course identifies the key concepts of teams, the roles of team members, and how to build strong teams and high performance. It includes gathering information, analyzing capacity for high performance, and assessing the nature of teams and how to build them in the workplace.

In this course, delegates gain a range of adaptable and effective techniques to use, reinforced with course notes and research, which form a valuable reference source. This course is ideal for those seeking to effectively collaborate with peers and cause high performance.

Objective:

Upon successful completion of the course, each participants will be able to:

- Identify the main obstacles to effective team working.
- Understand the nature of the team formation process.
- Understand the critical components required for a high-performance team.
- Use these components to build a team that works effectively as a unit where synergy is evident.
- Explain the benefits of developing and maintaining effective team working.
- Understand the team-building process, the roles of team members, and the importance of teams in the organization.
- Identify key traits of effective teams and how to form them; and identify the main dysfunctions of ineffective teams and how to avoid them.
- Behave as a unified force to accomplish daily work, solve problems, and respond to challenges and/or crises.
- Distinguish the role of the individual in accomplishing team goals and individual goals simultaneously.
- Define leadership and understand its value and how to promote it for every team member, regardless of role.

Contents:

Course Certificate(s)

ResModTec's internationally recognized certificates will be issued to all participants completing a minimum of 80% of the total tuition hours of the course.

Training Methodology

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

30% Lectures

20% Workshops & Work Presentations

20% Case Studies & Practical Exercises

30% Videos, Software & Simulators

Pre-Test and Post-Test

Group Work

Discussion

Presentation

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Learning Style

- The style of learning is inquiry-based where the learning focuses on meaningful questions that demand consideration from diverse perspectives.
- This workshop is designed to be interactive and participatory. It includes various pedagogical tools and involves participants in discussions, exercises, and challenges.
- Delegates work collaboratively and take an active role in the learning process with role play, idea generation and exploration, and action planning.

Day 1

Welcome & Introduction

PRE-TEST

The Nature of Teams

What is a team?

How is it Formed? Utilize the 4 steps of the team formation process

Who are its Members? What are the roles of Members?

What is high performance and how do we define it?

The Value of Teams

Productivity and performance are enhanced by teamwork

Mission and vision as guiding team principles

Goal setting and milestones for team success

Day 2

Building Teams

Self-assessing – how are we as team members right now? (interactive)

Key traits of high-performing teams and how to nurture them.

Individual/personal traits that contribute to a high performing team

Major dysfunctions of low-performing teams and how to mitigate them.

Individual/personal traits that detract from high performing team

Self-assessing – What is there for us to create? (Interactive)

Being a Team

Fulfilling on individual goals while serving broader team goal

Best practices for acting in unison to accomplish goals, innovation through collaboration and leadership

Problem-solving and facing challenges (Experiential practice)

Strategies to sustain and grow team spirit and high performance

Day 3

High-performance team-building process

Five steps of the team-building process

Defining goals

Agreeing on strategies

Defining team roles

Motivating team members

Assessing team performance

The Belbin type indicator

Belbin's 9 team roles

Team leadership concepts

Leadership definition

Leadership versus management

Styles of leadership

The implication of attitudes and personality ways to empower followers

Situational leadership

Levels of development

Different styles of motivation

POST-TEST

Course Evaluation & End of Course

Program Schedule

0730 - 08:00   Registration & Coffee

08:00 – 0815   Welcome & Introduction

0815 – 0830   **PRE-TEST**

1040 -1100   Refreshments & Networking Break

1230 – 1300   Lunch

1315   Afternoon Session begins

1530 -1550   Recap

1600   Course Ends

(breaks are mutually agreed on timings, without compromising course duration)

Proposed instructors:

Ms. Nadia Adose

Ms. Mariham Magdy Michel

Mr. Nader Al Adawi