Course Description:

We live in an age where concepts such as innovative disruption, automation, artificial intelligence, organisational agility, adaptability and flexibility in the face of ongoing change, and sustainability seem to be at the forefront of organisational concerns and strategy.

While more and more organisations are using Teams to deliver the Key Performance Indicators (KPIs) which lead to the above, they may still be seen as ad hoc and as needed entities, formed solely for special projects.

In fact, the synergy Teams can generate, the competencies they bring together and when Team members work seamlessly together, is leading them to become more of a permanent, empowered, self-directed organisational feature, upon which the success of the organisation may revolve, as is evident in Matrix Organisations, E-Teams (Virtual) and in Holacracies.

Objectives:

By the end of this session, participants will be able to:

- Explain what a Team is, locate their importance in contributing to organisational success, and differentiate Teams from Groups.
- Explain the added value of combined Team Competencies and Synergy.
- Understand yourself and your role as a Team Member – DISC Personality Assessment, and Belbin's Team Roles Self Perception Inventory.
- Explain the fundamentals of Teams – formation, size, competencies, composition, conflict management, managing process losses.
- Actively and ably speak to the critical role of the Leader in Teams.
- Employ and demonstrate Team Building Strategies - Team Building Activities, Problem Solve and Make Decisions as a Team, Foster and Encourage Teamwork, Use Emotional Intelligence to Build Team.
- Understand Reward Management and Performance Management in Teams.

Target Audience

- All levels of staff
- Supervisors
- Managers

Duration– 2 Days (16 Contact Hours)
Location- TTCAA-CATC
Language- English