



Unleashing Passion and Purpose
in People and Organizations

TEAM BASICS FOR ESTABLISHED TEAMS

Purpose: To understand the basic components of an effective team and develop individual and team knowledge and skills for enhanced team performance.

Objectives:

- Identify the basic components of an effective team
- Learn the stages of team development and how to move the team to the performing stage
- Understand the five dysfunctions of a team and develop strategies for overcoming the dysfunctions
- Work more effectively with all styles on your team
- Develop strategies and actions for continuous team improvements

The Basic Components of an Effective Team

- Well defined purpose
- Clear roles and responsibilities
- Effective agreements for working together
- Open communication
- Trust
- Balance team task and team processes
- Strong team problem-solving and decision-making skills
- Commitment to on-going team improvements

Stages of Team Development

- Qualities at each stage
- Identify the current stage of development
- Move to the next level of team performance

The Five Main Dysfunctions of Team

- Identify the five dysfunctions
- Understand why they happen
- Develop strategies for overcoming the five dysfunctions

Working together Effectively with Team Styles

- Understand the DiSC styles of each team member
- Appreciate the value each style brings to the team
- Appreciate the challenges of each style
- Use the DiSC model to adapt more effectively to styles that differ from your own
- Identify the team's cultural style and how it may help or hinder the team's effectiveness and its ability to embrace all member's of the team

Strategies for On-going Team Improvements

- Continuous improvements
- Assessments

Methodology: A highly experiential program combining short lectures with a variety of exercises to engage participants.

Recommended Length and Size: One full day or two ½ days

Materials: Customized workbook, DiSC 2.0 Classic Online Profile, Team Culture Report, Team Assessment (optional).