Course Syllabus

Creating a High Performance Team

One Day • Instructor-led

Companies have become increasingly complex—both geographically and operationally. Old top-down leadership styles need to be replaced with two-way communication and collaboration. Learn the specific tasks you'll need to orchestrate in order to lead teams successfully in today's organizations.

Performance-Based Objectives:
At the completion of this course you'll know how to:

- Diagnose the stage of your team's development and use that information to guide your leadership strategy to bring the team to higher performance.
- Continuously improve your leadership skills, select the right team members for the task, establish the team's purpose, and ensure fit with the organization's needs.
- Lead your team through the stages of development to realize the successful performance required by the organization.
- Lead a "problem team" or "broken team" to effective performance.
- Revitalize a "tired team" and create a "virtual team."

Course Outline

Lesson 1: The Task of Building a Team

- The Value of Teams
- The Definition of Team
- Stages of Team Development
- Types of Teams
- The Language of Teams

Lesson 2: The Leader of Teams

- So, You're Going to Lead a Team
- Identifying the Team's Purpose
- Choosing the Best Team

Lesson 3: Creating the New Team

- Forming
- Constructive Storming
- Norming
- Performing
- Adjourning

Lesson 4: Fixing the Problem Team

- Re-Forming a Problem Team
- Constructive Storming
- Norming and Performing

Lesson 5: Revitalizing the Inactive Team & Creating the Virtual Team

- Revitalizing the Inactive Team
- The New Virtual Team
- The Intact Team

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