

High-Performance Teambuilding Series

Course Learning Objectives



Our Team Building Series of eLearning courses with live facilitation are designed for executives, managers, supervisors, and employees of all levels who need to build high-performance teams or repair dysfunctional teams.

The courses are organized under the four stages of team building—Forming, Storming, Norming, and Performing. Each comes with interactive tutorials, interactive Application Activities, and final quizzes. You'll have all the tools necessary to transfer knowledge into immediate actionable behaviors.

High-Performance Teambuilding Series

Get ready to transform your teams!

Any organization which is driven by projects, e.g. most IT & Software related companies where Managers and members need to have a deep insight into the creation of high-performing teams. Our model is built according to the **Train the Trainer** model which means that we support you the first time and then you are able to coach your own teams to make the courses and training highly cost-efficient with an immediate ROI.

Our recommendation is that Team-managers and Project Managers will all be CERTIFIED in High-Performance Teambuilding creation. When a new team is created, you can easily run the course to optimize for that specific team.

You'll experience our award-winning blended learning methodology—the Performance Assurance System™ (PAS), with interactive eLearning, interactive Application Activities, quizzes, and two half day onsite trainings.

How does it work?

When we have received the participants for the course, they will receive a log-in to our Learning Portal to start their training.

There are in total 16 short courses with work material for every course. Any participant will do minimum 2 courses per week (about 1 hour each) and after one month, we have a facilitation meeting where the participants discuss and present their findings. After the second month, we have the formal certification and presentations.

With a 12 or 24-months contract you have the possibility to start a new course whenever you have the need to create a new High-Performance Team.

FORMING STAGE COURSES

1. Setting Team Ground Rules

- Understand the advantages and disadvantages of working in a team
- Define difference between a team and a group
- Apply the benefits of ground rules
- Select from a set of sample ground rules
- Implement eight steps to setting up ground rules for a high-performance team

2. A Great Start: Forming a High-Performance Team

- Understand the consequences of a poor team start
- Apply the four stages of building a team
- Implement nine steps for forming a high-performance team with a Team Charter

3. Communication Traits of Effective Teams

- Understand the communication traits of effective teams
- Apply the most important effective communication behavior
- Implement 20 communication traits of effective team members

4. SMARTER Goal Setting for Team Results

- Understand the benefits of goal setting
- Apply WOCC rules for effective goal setting
- Implement SMARTER team goals

STORMING STAGE COURSES

5. Conflict Resolution in Teams

Understand the underlying cause of all interpersonal conflict
Apply options for handling conflict
Implement a three stage process for resolving conflict

6. Building Team Trust and Respect

Know the definition of trust
Apply 9 ways to build team trust
Implement 10 ways to earn respect in a team

7. Creative Problem-Solving in Teams

Understand the biggest challenge in problem solving
Apply steps for Creative Problem-Solving brainstorming in a team
Implement a four stage process for creative problem-solving

8. Effective Team Decision-Making

Understand the benefits of team decisions
Know when to use decision-making in teams
Implement strategies to prepare for team decision-making
Apply three methods for team decisions

NORMING STAGE COURSES

9. Consensus Building in Teams

- Understand the pros and cons of consensus
- Know the conditions for successfully reaching consensus
- Apply a quick-consensus model for urgent decisions
- Implement six steps for reaching team consensus

10. Giving Constructive Team Feedback

- Understand the conditions for giving constructive feedback
- Know how to deliver positive feedback
- Implement six steps for delivering constructive “opportunity” feedback and
- Apply a Fast Feedback technique

11. Responsible Risk-Taking in Teams

- Understand the definition of responsible risk-taking
- Know the characteristics of responsible risk-takers
- Employ a risk-taking assessment calculator
- Implement preparation steps for risk-taking

12. Overcoming Team Complacency

- Understand the dangers of team complacency
- Apply eight ways to defeat complacency

PERFORMING STAGE COURSES

13. Rewarding and Recognizing Team Contributions

Understand the importance of rewarding teams
Apply "Thank-you" recognition tips
Implement creative ways to reward team members

14. Keeping the Team Motivated

Know what demotivates teams
Understand how to identify hidden performance obstacles
Apply steps for removing obstacles
Implement nine ways to keep team members motivated

15. Measuring Team Performance

Understand factors that contribute to poor team performance
Apply four ways to measure team performance
Implement the RASIC method for structuring high performance

16. Repeating Team Successes

Know the attributes of repeatable success
Analyze a successful system process for repeat success
Apply a matrix for identifying root causes of success