

Developing High-Performing Teams

This programme consists of two 1-day workshops focused on developing high performing teams within an organisation. The first workshop will be primarily focused on existing or aspiring leaders, managers or team leaders, with the content aimed at enhancing their ability to get the most from their teams. The second workshop will be delivered to team members to help them understand their team's role within the organisation, identify barriers to high performance and develop a road map towards achieving peak performance.

As with all our development, the return on investment significantly increases when it is supported by coaching. The programme, therefore, includes a 1:1 coaching session for all participants, within a 4-week period following the learning. A minimum of 3 months coaching after the completion of the programme is also recommended, both to embed the learning and ensure lasting improvements are achieved.

Prior to each of the workshops commencing, we would expect to facilitate the following in order to make best use of the formal sessions:

- Corporate culture and leadership audit, incorporating ILM72 psychometric testing for senior leaders and team members,
- 360* feedback process.

Workshop topics will include:

- Defining your purpose
- Motivational Theory basics
- Why pay matters but why it doesn't lead to high performance
- Understanding your people
- Understanding your team
- Developing a commitment culture
- Accountability and responsibility
- Agreeing values and behaviours
- Autonomy and Mastery as ultimate rewards
- Belbin team roles and MBTI profiling
- The 4 (5) stages of effective team development
- Bringing it all together

Pre-reading will be provided so delegates can make the most of their time on the course and a handbook containing slides, in-depth notes and practical resources is also included.



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