PHOENIX TS

Team Building Training

This training explores the dynamics of team functionality and how to build highly motivated, successful teams.

Course Overview

This 2-day, instructor-led training course is for any employee who wishes to explore the different aspects of a team, as well as ways that they can become a top-notch team performer. This training will address:

- The benefits of team building
- Type of team building
- Creating team chemistry
- Improving team strength
- Engagement and collaboration activities
- Building a great team identity
- Social gathering
- Common team building mistakes
- A team building plan
- Evaluations and improvements

Course Objectives

- Identify different types of teams.
- Build teamwork by recognizing and tapping into the twelve characteristics of an effective team.
- Promote trust and rapport by exploring your team player style and how it impacts group dynamics.
- Recognize the key elements that move a team from involvement to empowerment and how to give these elements to your team.
- Develop strategies for dealing with team conflict and common problems.
- Understand how action planning and analysis tools can help your team perform better.

Course Outline
To begin the day, we will look at how changes in organizations have affected teams.

During this session, we will define the word “team.” We will also look at some different team models, including traditional teams, task forces, and virtual teams.

In this session, participants will establish some team norms: ground rules that a team can use to help them work together.

One way of looking at team development is the TORI model. Participants will experience this model through a fun exercise.

In 1972, Richard Beckhart said that there are four activities a group should perform on a regular basis if they desire to grow into a team. Since researchers today still agree on these four activities, we will spend some time exploring each activity.

Every group of people, whether they are a team or just a group working together, grows and evolves. We will spend this session looking at Bruce Tuckman’s five stages of team development: forming, storming, norming, performing, and adjourning.

The 12 characteristics of effective teams were developed by Glenn Parker, who has devoted his whole life’s work to studying teams. We will discuss the first four characteristics in this session.
Civilized Disagreements and Consensus

- This session will focus on the next two characteristics: civilized disagreements and consensus decisions.

Open Communication

- Next, participants will learn tips for open team communication, Parker’s seventh characteristic of effective teams.

Clear Roles and Assignments

- This session is all about Parker’s eighth characteristic.

Shared Leadership

- This session is all about Parker’s ninth characteristic. Participants will also explore shared leadership through a fun activity.

Team Player Types

- During this session, participants will score their pre-assignment. Participants will then work in small groups to discuss the strengths and weaknesses of their team player style. This will address the final three characteristics of effective teams.

The Trust/Relationship Model

- In this session, participants will look at how trust impacts relationships through a lecture and small group work.

Lateral and Vertical Thinking

- This session will examine two types of thinking: lateral and vertical. We will also look at how these thinking models affect creativity.
During this session, participants will discuss various creative thinking methods, including brainstorming and brainwriting. They will also discuss Edward De Bono’s six thinking hats.

First, participants will discuss the four factors that shape a team during a lecture. Then, participants will apply the knowledge to a case study.

Team problem solving needs a three-phase approach: problem identification, decision making, and planning and organizing. We will look at this model through a combination of lectures and group work.

This session will look at some common problems that teams face and some recommended solutions.

Solving conflict in a positive way is key for building a strong team. This session will look at tips for resolving conflict. Participants will also take part in a role play to demonstrate the concepts learned.

Performing an analysis of the team’s strengths, weaknesses, opportunities, and threats can be a great tool for development. We will discuss how to perform such an analysis, and then participants will work in small groups to complete a case study.

To wrap up the course, we will look at some planning tools that teams can use to help them grow and improve, including improvement plans and action plans.
Workshop Wrap-Up

- At the end of the course, students will have an opportunity to ask questions and fill out an action plan.

Starting at $1,180

ATTENTION
For GSA pricing or Contractor quotes call 240.667.7757

Price Match Guarantee
We’ll match any competitor’s price quote. Call us at 240-667-7757.

Included in this Team Building Training

- 2 days instructor-led training
- Team Building Training training book
- Notepad, pen and highlighter
- Variety of bagels, fruits, doughnuts and cereal available at the start of class*
- Tea, coffee and soda available throughout the day*
- Freshly baked cookies every afternoon*