

Team Motivation

One Day Highly Interactive Workshop

Workshop Overview

Over the years, much has been learned about the development and leadership of teams - what works, and what doesn't. New, 'high-performing' teams are adaptive, responsive and resourceful. They are challenged by fast-paced work environments, intense market competition and, often, constant change.

Yet, alongside the buzz and excitement of innovation, sit the human factors that support team performance – people dealing with people to achieve great things together.

Motivating Teams captures the building blocks of teamwork and translates these into practical techniques that you can apply to your own team, and your own leadership style.

Skills Participants will Learn

- Setting up an optimal climate for people to thrive and excel
- Finding the right people to 'fit' or enhance your team culture
- Keeping communication – the lifeblood of your team – open and energetic
- Managing dissention and disagreement within the team

Workshop Coverage

1. Building and Balancing your Team

- Team design – why there's not just ONE recipe for the perfect team
- Understanding the elements of a 'High Performance Team'
- Finding the right talent
- Optimising diversity – learning from each other and creating a rich team

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2. Trust and Transparency

- Developing relationships that work for your team members
- Recognising the 'pitfalls' and opportunities of 'team-building' - does it really work?
- Crafting a team ethos – establishing the 'norms' and expectations within your team
- Learning to be the trusted advisor – the challenge of being first among equals

3. Clarity and Commitment

- Getting your ducks in a row – are the goals and purpose of your team really that clear?
- Making it real – weaving the purpose and goals into everyday language and thinking
- Communicating the big picture and your expectations in a way that energises your team

4. Energy and Engagement

- What's most important in harmonising your team?
- Communicating like never before – understanding why the way team members interact is more critical to success than any other single factor
- Exploring how your team currently communicates – finding the strengths and weaknesses
- Simple ways to boost the energy and engagement of your team

5. Debate and Discord

- Reframing divergence, disagreement and differences of opinion
- Designing ways to enable reliably healthy conflict in your team
- Exploring decision-making practices in your team – do they work for or against you?

6. Answerability and Accountability

- Understanding the power of peer pressure
- Providing feedback in a way that helps people to lift their game
- Simple 3-step intervention methods that can help correct performance

7. Synergy and Success

- Factoring reflection and innovation into team processes
- Real time feedback – what do your team want to know every day and how can you deliver?
- The rules of resilience – how to support your team and enable them to bounce back
- Change and transformation – taking people along with you even when they don't agree

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Design & Approach

Workshop consists of theory and concept introduction / discussion, and experiential exercises and activities. Sessions are intended to be *learning laboratories*, and mimic the real world as closely as possible. The participants will also have sufficient time to know others in the team more so that they can have better appreciation of their similarities and differences and how to adjust to each other. The participant will go home appreciative of the need to build relationships that are already reinforced during the session and clear about the actions each them needs to take in order to build and maintain teamwork as they go back to work.

Other Details:

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