

Training Charter

Training Objective : This training is designed in a manner that managers or leaders of the organization can be in position to understand and develop traits that help them lead 'High Performance Teams'.

Duration : 16 Hours (Online) - / 8 Hour (Face to Face

Target Audience: Managers / Team Leaders/ An employee who is leading a team across all departments.

Training Methodology

Brainstorming with Thought provoking videos

Interactive Activities

Group Discussions

Mind Mapping

Team Building Exercises - Participants would engage in activities to experience practical ways to engage with team mates.

1.1 Overview of Team Development and Utilization- Background Participation

1.2 Importance of Effective Team Leadership

2. Understanding Team Dynamics

2.1 Key Elements of Successful Teams

2.2 Forming, Storming, Norming, Performing: Stages of Team Development

2.3 Role Clarification and Team Structure

3. Building a High-Performance Team

3.1 Team Building Strategies

3.2 Fostering a Collaborative Team Culture

3.3 Developing Team Cohesion and Trust

3.4 The Belbin Team Role Theory

3.5 The Tuckman Model for Team Development

4. Effective Delegation Techniques

- 4.1 Importance of Delegation in Team Success
- 4.2 Delegating Tasks According to Team Members' Strengths
- 4.3 Empowering Team Members Through Delegation
- 4.4 Game: Delegation Challenge - A Simulation Exercise

5. Leading Change Within Teams

- 5.1 Adapting to Change in Team Environments
- 5.2 Communicating Change Effectively
- 5.3 Overcoming Resistance to Change in Teams
- 5.4 **Kotter's 8-Step Change Model**
- 5.5 **Lewin's Change Management Model**

6. Decision-Making in Team Environments

- 6.1 Inclusive Decision-Making Processes
- 6.2 Utilizing Diverse Perspectives for Better Decisions
- 6.3 Balancing Team Consensus with Effective Leadership
- 6.4 Game: Decision Matrix - Enhancing Team Decision-Making Skills

7. Ethical Leadership in Team Development

- 7.1 Importance of Ethical Leadership
- 7.2 Setting Ethical Standards for Teams
- 7.3 **Navigating Ethical Dilemmas in Team Settings**
- 7.4 The Four Component Model of Ethical Leadership

8. Strategic Thinking for Team Utilization

- 8.1 Developing a Strategic Mindset in Team Leaders
- 8.2 Aligning Team Goals with Organizational Objectives
- 8.3 Critical Thinking for Problem Solving within Teams
- 8.4 Game: The Strategy Board - Enhancing Strategic Thinking in Teams

9. Maximizing Team Productivity

- 9.1 Time Management Strategies for Teams
- 9.2 Identifying and Eliminating Team Productivity Barriers
- 9.3 Recognizing and Leveraging Team Members' Strengths
- 9.4 **Game: The Productivity Challenge - Team Efficiency Simulation**