

Building Teams®

Developing Teams & Team Agreements

Purpose Leaders are often faced with the challenge of transforming a group of diverse individuals into a productive team to tackle complex projects. They must align individual efforts to gain a greater return from teams working toward shared goals. Developing a successful team is not as easy as it may appear. It requires a critical balance between a focus on task and a focus on people.

This workshop provides practical tools and techniques for developing and maintaining high performing teams. Leaders will assess the current development stage of their teams, and identify opportunities for team development. Team agreements will be established that are aligned with your organization's strategic plans. Finally, leaders will examine how they can impact and influence team culture.

- Objectives**
1. Understand stages of team development
 2. Diagnose team development needs
 3. Establish team agreements & build accountability
 4. Influence team culture

Audience All functional teams and project teams (e.g., the team leader and 5+ team members)

Prerequisite "Influencing For Business Results® (Using DiSC®)" (JC Training Program is recommended)

Duration 1+ full-day program (depending on objectives and exercises selected)

Materials **Participant Workbook, including these practical on-the-job tools:**
Team Development Needs Assessment & Team Agreement

- Business Results**
- Faster, more effective responses to complex, ambiguous tasks
 - Greater number of approaches to problems
 - Team members take ownership for results
 - Team members become more self-directed and act on their own
 - Increased acceptance of decisions and solutions
 - Increased diversity of views



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*Providing business leaders
lasting competitive advantages
through improved
team performance*