Enhancing Team Effectiveness Workshop

Overview

Today’s successful organizations rely on teamwork to get things done. Team leaders help create the environment and conditions for team effectiveness.

This Team Effectiveness workshop supports leaders in enabling high performing teams. Participants learn a model that describes team conditions for creating and sustaining high performance. The model includes 14 team performance indicators – including seven productivity factors that support the team’s ability to produce results (alignment, goals & strategies, accountability, proactivity, decision making, resources, team leadership) and seven positivity factors that impact the team climate or culture (trust, respect, camaraderie, communication, constructive interaction, diversity, optimism).

The workshop includes training in the team effectiveness model and related team tools using experiential activities and group discussions. Participants apply the team effectiveness model to an existing team to clarify current strengths and opportunities for development. They are exposed to a variety of tools and techniques that support team productivity and positivity factors. Each participant creates an action plan for targeting areas of need to help their team continuously improve.

Pre-workshop Team Leader View® Survey

Prior to the workshop, participants complete an 80-question survey to identify strengths and improvement opportunities for a current team. Participants use survey results to identify goals and create action plans for enhancing team effectiveness.

Objectives & Outcomes:

Participants will:

- Explore and describe key characteristics of high performance teams
- Recognize team leader and team member actions that support productivity and positivity indicators
- Evaluate a current team and identify priorities for action
- Use and plan team activities for alignment, goal setting, accountability, decision making, communication, trust, constructive interaction and valuing diversity
- Plan a team debrief

Content Outline:

- Teamwork today – what the research says

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• Best Team Exercise
• Team Effectiveness Model – Productivity & Positivity
• Productivity Factors – What High Performing Teams Do
  o Alignment
  o Goals and Strategies
  o Accountability
  o Proactive Change
  o Decision Making
  o Resources
  o Team Leadership
  o Application: My Team’s Strengths and Opportunities
• Positivity Factors – What High Performing Teams Do
  o Trust
  o Respect
  o Camaraderie
  o Communication
  o Constructive Interaction
  o Valuing Diversity
  o Optimism
  o Application: My Team’s Strengths and Opportunities
• Teaming Skills
• Facilitating Team Debriefs
• Action Planning