

Creating Effective Teams

Unlocking high performance teamwork

3gHR's Creating Effective Teams programme examines how individuals can work together to deliver results by exploiting their differences and capitalising on their strengths.

This one-day programme gets to the heart of group dynamics and explores how the importance of a shared goal and appreciating diversity impacts team success or failure.

The workshop looks at different types of teams and importantly will explore when is a team NOT a team, but merely a label. It will present the elements of team dynamics and what these look like in action, including how the friendship factor can influence team relationships.

Teams often go through stages of development and, referencing the Tuckman model, participants will use real-life experiences to map their own team(s) against the 'forming, storming, norming, performing' continuum and create actions to develop healthy and productive team-working.

"Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare"

Patrick Lencioni

The Learning Outcomes

- Understand how teams 'form, norm, storm and ultimately perform' (Tuckman model)
- Define what good teamwork looks like
- Appreciate the effect of team dynamics and how these can help or hinder teamwork
- Align team members to shared goals
- Understand various team "roles" and how to play to strengths
- Recognise the importance of trust in teams
- Keep the team focused on their goals
- Align the right people with the right skills to create a balanced and effective team
- Encourage, support and participate in teamwork
- Build strong team morale
- Create opportunities for the team to work collaboratively

