LEADING HIGH PERFORMANCE TEAMS

Today’s organizations demand that their teams do more. Good, solid, or adequate team outputs won’t produce maximum business results, but high performing teams will. The secret to helping teams perform at their best? The leader. Their knowledge, skills, and abilities can transform an acceptable team into an exceptional one.

This course provides team leaders with the tools and skills to perform three primary responsibilities—diagnose, coach and reinforce—that support their team’s growth. Leaders learn to diagnose behaviors and conditions that limit team performance. They are equipped to assess team strength and weakness, as well as to use coaching and reinforcing skills to be a catalyst for high performance and continuous improvement.

DO YOU FACE ANY OF THESE ISSUES?
• Do your leaders proactively create conditions that allow work groups to perform as high-performing teams?
• Do team members accept shared goals and work together effectively to produce stronger organizational results?
• Do leaders understand their roles and know which is the most appropriate approach to use in supporting team growth?

PERFORMANCE OBJECTIVES
Helps leaders:
• Focus their team’s efforts on high-priority actions that directly support the organization’s goals and strategies.
• Enhance the effectiveness of their team by identifying and eliminating conditions that are preventing them from achieving high levels of performance.
• Accomplish and surpass team and organizational goals and objectives.
• Create an environment in which team members are moved to strive harder to realize the potential of the team.
• Accomplish more by capitalizing on the unique talents of each individual team member.

PRIMARY COMPETENCY DEVELOPED
• Building a Successful Team

SECONDARY COMPETENCY DEVELOPED
• Gaining Commitment

COURSE OVERVIEW
• The Path to High Performance: Learners are introduced to the team performance factors and discuss the characteristics of high-performing teams. The role of the leader in boosting team performance is emphasized. Learners use the team performance factors to diagnose what is limiting team growth.
• Diagnosing Limiters: Learners discuss the team chartering process as a critical foundation for high-performing teams. First, using a case study, they identify the limiters in play for a performance factor. Then they use this understanding to diagnose limiters for their own team.
• Leading the Transition to High Performance: The Application Guide (detailed below) is introduced to help learners address team performance factors. Learners review an action planner for the case study team and then return to their own team situations, using the tools to plan their transition to high performance.
• Leading Virtual Teams (Optional): After reviewing a definition of Virtual Teams, learners participate in an activity to identify challenges of leading a virtual team and ways to overcome issues of distance, organizational boundaries or time.
• Summary: The key learning points are summarized and learners prepare to implement their action plan with their team.

APPLICATION GUIDE: Each learner receives a guide that provides ideas, in the form of transition plans, for addressing team success factors that have been identified as areas for improvement. The plan provides brief information about preparation and instructions for leading the discussion with the team.

VIDEO SEGMENT SUMMARIES
• A case study team is introduced and leaders first observe two team members in a conversation. Next, they observe a typical team meeting and note how team members interact with the team leader and with one another. During the meeting, the team discusses successes, problems, issues and day-to-day team business.

COURSE DETAILS
• Target audience: Frontline leaders through mid-level managers.
• Course length: 4 hours. Course can be lengthened with optional activities.
• Facilitator certification: DDI-certified facilitator required.
• Prerequisites: Essentials of Leadership or IM: Essentials.
• Series: Suitable for all environments.
• Group Size: 8 to 16 people.
• Prework: No.

RELATED COURSES
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• Building an Environment of Trust
• Influential Leadership
• Launching a Successful Team
• Working as a Team

For more information contact:
Lisa Jean Smith
612-419-0571 or 507-793-2879
learningjourney@roundlk.net

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