

Building & Leading Teams

Program Description

Successful teams combine personal effort with quality group processes. Differing skill and experience levels challenge a team's effectiveness. This program is dedicated to helping you understand how to work within the complex team environment, from both a team participant's and leader's perspective. Nymang segments this workshop into the following modules:

Unit 1: Individual & Group Development

In this unit, you'll become an effective team member/leader by learning to:

- Understand the evolution of groups from leader centered to member centered
- Understand the importance of setting clear goals
- Identify and measure behavioral cues for both effective and ineffective groups
- Identify intervention possibilities and options
- Move the group forward as a member and as a leader

Unit 2: Successful Meetings

In this unit, you'll employ successful meeting techniques by learning to:

- Establish ground rules and facilitation
- Encourage participation from all members
- Allow discussions & debates without derailing the meeting
- Handle difficult participants, keep on track and intervene if sidetracked
- Bring discussions to a close and make decisions
- Coordinate pre- and post-meeting activities
- Evaluate the meeting's effectiveness
- Handle questions and interruptions

Unit 3: From Conflict to Collaboration

In this unit, you'll start managing conflict for high-powered outcomes by:

- Suspending judgment (thinking before acting)
- Inter-relating to resolve conflict
- Recognizing & narrowing the "Trust Gap"
- Defining trust & reinforcing core value
- Understanding nature and styles of conflict – yours & others
- Establishing relationships that foster collaboration & trust
- Learning "unconditionally constructive" approaches to collaboration

Maximum participants: 12

Program length: 3 days