

Functional and strategic teamwork

Learning objectives

At the end of this course the participants should be able to:

- Recognize the characteristics of efficient teams;
- Understand through their own experience, the steps leading to effective teams;
- Recognize the principal motivational factors that come into play when a group of people begin to form a team;
- Understand the group dynamics at play during the team forming process;
- Apply the group dynamics that occur during the team forming process while participating in simulation exercises;
- Understand the different types of behaviour characteristic of the different styles identified by the Knowledge Accessing Modes Inventory (KAMI) so as to build on them in developing confidence in team members and in the efficiency of the team;
- Distinguish the roles of team members in an effort to develop a complimentary approach;
- Understand how the leadership style and the maturity of team members can influence the behaviour of team members and ultimately the results of the team in different situations.

Content

The content of this course can vary in response to the different needs of clients. The course may include:

- The essential principles for successful teamwork;
- The definition of a team;
- The elements that contribute to making teams efficient (knowledge of styles, a common approach, appropriate mandates, responsible members, leadership, meetings etc.);
- The characteristics of mature teams;
- The differences between teams and groups of people who work together;
- The commitment required of team members;
- The optimal size of teams;
- The characteristics required for team members;
- The leadership styles;
- The causes of conflict in teams and how to resolve them;

Course participants and duration

This two day course is normally given to groups of 8 to 12 participants from the same organization. Since different clients' needs vary, we can adapt the schedule, the content and the learning activities so as to respond to specific needs.