

Developing The Real Team



Converting a Group into a Team

Course Overview

If your job requires that you and others have to work together and coordinate your activities then you are a team. You and the other members of your team are interdependent. This interdependence brings certain problems inherent in all teams. These problems should not be ignored – they should be managed.

Developing the Real Team is about managing interdependence so that teams can concentrate on getting the job done and performing effectively. Everything you encounter in this program will be directly related to you, your team and your work. It is a doing experience not a theoretical one. Whatever aspect is considered and agreed will be implemented immediately on the program and at work by the team.

There is a sense of immediacy on this program and living in the present. There is no need to wait to apply the learning because as the program progresses everything is automatically applied.

Recommended For

Executive and departmental teams. Any group of people who are interdependent and have to coordinate their activities to get the job done effectively.

Benefits

For the Individual

- A chance to negotiate profitable work relationships;
- Active contributions to future plans.

For the Team

- A greater sense of knowing where it is going and how it will get there;
- A feeling of unity in the sense that if something were to go wrong then there are ways of managing it; and
- More time to concentrate on getting the job done.

Learning Outcomes

By the end of the program participants will have:	
<ul style="list-style-type: none"> • Carried out an assessment of the team and shared an understanding of the results; 	<ul style="list-style-type: none"> • Agreed and applied a system of decision-making to be used in meetings;
<ul style="list-style-type: none"> • Understood each other's team roles and agreed how each one can be used positively; 	<ul style="list-style-type: none"> • Determined actions to reinforce positive behaviours and eliminate negative ones;

<ul style="list-style-type: none"> Determined the individual team interactive styles and made plans to broaden them; 	<ul style="list-style-type: none"> Identified outside influences that affect the team, and taken appropriate actions;
<ul style="list-style-type: none"> Set the team's values and mission and determined individual actions to make them live; 	<ul style="list-style-type: none"> Shared the team's expectations of the leader and the leader's expectations of the team;
<ul style="list-style-type: none"> Clarified and negotiated job roles with each other; 	<ul style="list-style-type: none"> Identified the personal qualities of each team member; and
<ul style="list-style-type: none"> Agreed with the team leader on each individual's level of empowerment; 	<ul style="list-style-type: none"> Named individual guardians and their duties for each one of the team agreements.

Training Methodology

This is a highly interactive and practical program in which participants will:	
<ul style="list-style-type: none"> This is not a training programme as such, but rather a team encounter with real issues; 	<ul style="list-style-type: none"> The overall methodology is for the team to slowly take over the sessions with the facilitator becoming less and less prominent; and
<ul style="list-style-type: none"> A critical part of the whole methodology is whatever skill, plan or attitude is agreed, it becomes immediately applicable on the program as a way of behaving. 	

Presenter

Robert Hounsell is a highly experienced training manager who is internationally recognised and is regularly called on by companies like Barclays Bank to conduct training courses in the UK and Africa. He has consulted to many global companies and conducted training programs in Australia and 13 countries across Europe, the Middle East and Africa. Robert is Director of Training with the Applied Innovation Centre.

Duration - Dates - Venue Fee (including GST)	
3 consecutive days OR 2 sets of 2 days	
The dates would be by mutual agreement with the team	\$8,250 Maximum Group = 12 people
St. Catherine's College 2 Park Road, Nedlands	
Free onsite parking	Lunch, morning / afternoon tea included

Contact the Applied Innovation Centre to Register

Discover it, learn it, practise it, make it your own, then *do it for real!*

Cancellations

No refunds will be made on cancellations received after 7 days prior to the event.

Privacy Statement

The Applied Innovation Centre respects your right to privacy and will not provide contact details of course participants to third parties.

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