

# DYNAMICS OF HIGH PERFORMANCE TEAMWORK™

## INTRODUCTION

Managing, leading and building a team is a key competence of most managers or team leaders. Leading and developing a high performance team is a far greater challenge, yet this produces the competitive advantage between teams. This programme focuses on the skills and techniques required for the facilitation, leadership and motivation of high performance teams. It includes management techniques for evaluating team performance as well as rewarding and recognizing team work.

High Performance Teamwork (HPT) is needed where high precision, competence and inter dependence are required. From fiction and movies HPT has become easily recognized – with Hollywood stars as their heroes and role models. They might include Mission Impossible, The 3 Musketeers, Robin Hood and The ‘A’ Team.

In real life they exist in a wide range of areas and might include examples from the Sciences and Arts, like An Astronaut Crew, The Red Arrows, A Circus Trapeze Group, A Rowing Eight, A ‘Pit-Stop’ Crew, A SWAT Team, A Jazz Band, A Choir, A Dance Group, An Orchestra or a A Yacht Crew

HPT can be recognised by its high standards of excellence in both performance and results. We can divide these into behaviours, the use of technology and the environment, which are each fully exploited. Emotions felt or displayed are very strong. High performers are highly motivated and celebrate with exuberance and joy.

## Workshop Contents

- Influence of Personality, Gender and Culture on Thinking
- The nature of teams and teamwork
- The difference between a group vs. a team
- Diversity in teams and why we think differently
- Team effectiveness criteria
- High performance teams
- High performance teamwork
- Building high performance teams
- Facilitating teamwork
- Team leadership and group dynamics
- Teamwork competencies
- Personal Development Action Plan (PDAP)

## Learning Objectives

*By the end of this program, participants will:*

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking and types related to this program
- Analyze how and why team members think differently.
- Develop team effectiveness, especially in diverse or heterogeneous groups.
- Understand the nature of teams and teamwork.
- Differentiate between conventional, creative and high performance teams.
- Know how to select and apply any or a combination of four teambuilding models.
- Appreciate the key qualities of a leader as a team facilitator, coach or teambuilder.
- Understand how to motivate individuals and diverse teams and how to measure and reward team performance.
- Understand how to lead and motivate diverse people to become a high performance team.
- Develop a action plan to ensure high performance teamwork evolves.

## Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant’s to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop.

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

## Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client’s needs.

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