

Optimising Teams

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For people who are committed to lifting the quality of life and work in their teams

For organisations that want to ensure they look after their people and maximise productivity at the same time

For leaders who have to manage the wellbeing and resilience of their teams helping them to be the best they can be while delivering results.



Overview

International research shows that CEOs place a high value on organisational satisfaction surveys. However, they also report that they are not clear how to respond to the data. Making things better in their organisations is a continuing challenge. This is a challenge for all leaders and teams throughout organisations.

There is a body of research about wellbeing and productivity. Much of it is about the built environment. While facilities are important they are also capital expenses that are only occasionally updated. Conversely, regarding the personal and interpersonal side of organisations, there is evidence of the link between wellbeing and productivity. This is something that leaders have a more immediate influence over. However, the wellbeing and productivity relationship is not simple. Rushing in and changing one without understanding its links to the other can have the opposite effect to improvement: happy teams that contribute little and productive teams that are stressed out.

This workshop helps people to improve wellbeing and productivity by using evidence based material to design what can be done in a workplace. It is not prescriptive as there is no universal solution. Each organisation, team, profession and function has its own dynamics. Rather, the workshop helps participants to understand the levers available to them and how they function in a workplace. From here they can explore and plan how to apply them in their own circumstances.

Drawing on the frameworks developed in *Positive Teams*[®], participants in this workshop can learn from case studies and analysis of what might work for their team and organisation. They can form action plans so the steps to greater wellbeing and productivity can begin straight away.

Outcomes

- Respond to employee satisfaction data
- Build teams that enhance wellbeing and resilience
- Implement strategies to match the type of team
- Adopt strategic and operational practices that enhance wellbeing and productivity
- Build helpful networks across the organisation
- Increase the reliability and sustainability of wellbeing and productivity in teams

BASIC DETAILS

LENGTH
1 Full Day

GROUP SIZE
5-15

OFFERED AS
Internal workshop for your organisation
or
External workshop via our Performance and Development Planning Service

FOR MORE INFORMATION

VISIT
www.grevilleaconsultants.com.au
or call: 0421 080 311



Grevillea Consultants

Bringing you over two decades of leadership and people development experience

“The organisation is, above all, social. It is people. Its purpose must therefore be to make the strengths of people effective and their weaknesses irrelevant. In fact, that is the one thing on the organisation can do – the one reason why we have it and need to have it.”

Peter Drucker

PROGRAM ELEMENTS



- structured conversations
- situational analysis
- evidence based material
- sample materials
- adult learning principles
- focus on practical outcomes
- steps and frameworks

Session Themes

Nature of wellbeing and productivity

- Physical wellbeing
- Emotional wellbeing – Traits and states
- Productivity

Positive Practice

- Building factors that increase positive states
- Five key contributors to happiness
- Cultivating positive practice in the workplace

Proactive Practice

- Cultivating a personal and team orientation
- Three approaches to work
- Balancing proactive practice in the face of reality

Pragmatic Practice

- Misalignment of happiness and productivity
- Key methods for keeping realistic
- Rational thinking that protects wellbeing

Building a Positive Culture

- Implementing new norms
- Small steps to big outcomes
- Limits to organisational promotion of wellbeing

Creating a Commitment to Wellbeing

- Matching the traits of the people involved
- Resolving ambivalence and resistance
- Coaching and leadership to make it happen

Tracking and Reviewing Progress

- Team processes to keep on track
- What to measure and how
- Acknowledging progress and celebrating it

PROGRAM DELIVERY

The group size for a workshop is limited to facilitate maximum interaction.

Workshops are delivered at your premises or a suitable workshop venue of your choosing.

You may also be able to access the workshop for individuals or small groups via our *Performance and Development Planning Service* through the expression of interest process.

Workshops are adjusted as needed so learning focuses on current business challenges and priorities.

The workshop is part of Grevillea Consultants' commitment to provide affordable, practical development opportunities that focus on people and results.

ASSOCIATED LEADERSHIP DEVELOPMENT

The **Optimising Teams** workshop is complemented by our **Leading Performance** workshop. It helps leaders and supervisors achieve high performance from their teams.