

Understanding Teams

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For teams that want to create even better ways for people to work together and support each other.

For organisations that want teams that organise to maximise their strengths to get results.

For leaders who want to get to know their teams better and ensure all functions and responsibilities are met.



Overview

Teams are brought together for functional reasons, based around operational needs. The people who make up the teams come with different personalities, skills and types of intelligence. In some professions there can be a filtering of personality types due to the work. However, even here people come with different values, cultures and interests.

Diversity in teams is a mixed blessing. On one level it means the team has more insight into customers and stakeholders. The team has well-grounded values, recruiting people on merit rather than social or professional stereotypes. At another level though, diversity can make it difficult for people to understand each other, interpret signals and get along. Diversity is a strength that needs cultivating.

The *Understanding Teams* workshop makes teams stronger by building recognition in teams about the different attributes members bring. It is grounded in an understanding of the underlying functional systems and dynamics that all teams have to address to perform well.

This program also uses the Team Management Systems team role profile to help people understand at a personal level their preferences and assumptions about teamwork. This well researched instrument helps them understand both the preferences of others and the functional responsibilities of their team.

This workshop can help you build stronger teams and stronger team players.

BASIC DETAILS

LENGTH
1 FULL DAY

INCLUDES
Individual TMS profile

GROUP SIZE
5 – 15

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

FOR MORE INFORMATION

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

Outcomes

- Recognition of different functions within teams
- Details about personal role profiles
- Strategies for leveraging diversity and differences
- Options to prevent avoidance or overlooking functions
- Build on team cultural strengths
- Improve coordination and communication



Grevillea Consultants

Bringing you over two decades of leadership and leadership development experience



"In any situation requiring the real-time combination of multiple skills, experiences, and judgements, a team inevitably gets better results than a collection of individuals operating within confined job roles and requirements."

Jon R. Katzenbach and Douglas K. Smith

PROGRAM ELEMENTS

- structured conversations
- personal role profiles
- adult learning principles
- workplace applications
- focus on practical outcomes
- personal reflection and planning
- evidence based material

Session Themes

The role of teams

- The team unit in the corporate plan
- Creating value for the organisation and customers
- Self-reliance and reliability

Functions in teams

- The value of each role for team outcomes
- Operational responsibilities
- Handoffs, coordination and leadership

Cultural backgrounds to team diversity

- Domestic culture
- Professional culture
- Community culture

Personal role preferences

- Types of roles in teams
- Preferred roles of people and groups
- Networking and coordinating preferences

Benefiting from differences

- Recognising that they are not mad
- Our strengths are also our weaknesses
- When to draw on each other's' strengths

Matching preferences to responsibilities

- Personal strategies for non-preferred activities
- Team cooperation to cover all responsibilities
- Coordinating so teams work at full strength

Extending the concepts to stakeholders

- Managing the boss' boss
- Interfacing with other teams
- Dealing with corporate requirements

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