

Team Leaders Program

Code: Blue 05



For team leaders who are committed to building and leading teams that get results.

For organisations that want to support their team leaders and build organisational performance.

For professionals who want to be the best they can be.



Overview

The teams are at the basic unit of organisations. They are build around skills, locations and specialisations. One thing they all have in common is the need for effective leaders so they can achieve their best.

Where does this leadership come from ?

Team leaders are usually promoted from their technical field. They have been good performers as individual workers. They demonstrated their commitment and ability. This created the confidence for someone to offer them the supervisory role.

But moving from individual work to supervising is a career change.

The skills that made a person an effective individual worker only go part way to making the person effective as a team leader. Effective leaders know they need to learn new skills and deepen their understanding of their leadership role. Experienced team leaders also look for opportunities to refresh how they approach their role. And all leaders benefit from support from peers across.

This program brings team leaders together for a supportive learning experience. Its practical approach focuses on actions, based on research and the experience of real leaders on the job. It addresses foundational issues about leadership roles and addresses the day to day issues leaders face with their teams.

Participants explore their preferred way of working and how to bring the different styles of their team members into an integrated unit. They are prompted to look beyond their own team and build constructive relationships across their organisation. They address the responsibility of team leaders to ensure service delivery and effective operational systems. The program brings all these together to enable healthy team cultures and great leadership.

Outcomes

- Clarify the role and priorities of team leaders
- Focus on the actions that get team results
- Assess and adapt to operational conditions
- Establish healthy organisational relationships
- Manage and enhance team performance
- Align systems for effective service delivery
- Build a positive team culture
- Engage in leadership that succeeds

BASIC DETAILS

LENGTH
**3 FULL DAYS
OVER 2 MONTHS**

GROUP SIZE
10 - 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 leadership
development experience*

“Leadership is both active and reflective. One has to alternate between participating and observing. Walt Whitman described it as being ‘both in and out of the game.’ Although the principle may be easy to grasp, the practice is not. Rather than maintain perspective on the events that surround and involve us, we often get swept up by them”

Ronald A. Heifetz

PROGRAM ELEMENTS



structured conversations
sector leaders' panel
situational analysis
key readings
peer learning partnerships
action-learning processes
workplace small projects
self-development instrumentation

Session Themes

Session 1 (full day) *Being the Leader*

Adopting the role of the leader

- Leadership as different to individual work
- Tiers of operational leadership
- Team roles and work preferences
- Embracing the role of leadership
- Establishing your way of leading
- The emotional demands of leadership

Session 2 (full day) *Leading the Team in Context*

Business conditions, key relationships and team performance

- Adapting to current business conditions
- Meeting the expectations of your ‘boss’
- Building collaborative organisational relationships
- Peer expectations and responsibilities with other leaders
- Addressing team expectations and leadership patterns
- Clarifying roles, norms and your expectations for the team
- Establishing key people and competencies in the team

Session 3 (full day) *Leading for Results*

Service Delivery, Systems, Culture and Success

- Understanding stakeholder/client relationships and needs
- Maintaining a focus on client service
- Assessing effectiveness of operating systems
- Aligning structure, systems, skills and culture
- Recognising and understanding cultural norms
- Addressing conflicts between culture and goals
- Making expectations practical and achievable
- Building a vision to work towards
- Achieving results to build stakeholder confidence
- Exposing predictable surprises and resolving risk

PROGRAM DELIVERY

The group size for a program is limited.

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

Programs are adjusted as needed. The experiential content is designed so learning focuses on current business challenges and priorities.

Regional programs can be provided for groups distributed across rural and remote regions. A condensed program which combines face to face and electronic delivery can be designed to reduce travel costs between local centres.

The program is part of Grevillea Consultants' commitment to provide affordable, experience based leadership development that focuses on people and results.

ASSOCIATED LEADERSHIP DEVELOPMENT

The **Team Leaders Program** is complemented by our **Strategic Leadership Program**. This longer program is for senior and advanced leaders who deal with strategic issues, setting direction and managing stakeholders.