Team Building

Summary

*This one-day workshop will teach participants how to **i**dentify different types of teams**, b**uild teamwork by recognizing and tapping into the twelve characteristics of an effective team, promote trust and rapport by exploring their team player style and how it impacts group dynamics, recognize the key elements that move a team from involvement to empowerment and how to give these elements to their team and develop strategies for dealing with team conflict and common situations*

Length: One Day

Course Description:

Introduction and Course Overview

Participants will spend the first part of the day getting to know each other and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

Organizations Today

To begin the day, we will look at how changes in organizations have affected teams.

Types of Teams

During this session, we will define the word "team." We will also look at some different team models, including traditional teams, task forces, and cyber teams.

Team Norms

This session will look at some of the benefits and pitfalls of teams. We will also establish some team norms: ground rules that a team can use to help them work together.

Towers

One way of looking at team development is the TORI model. Participants will experience this model through a fun exercise.

Beckhart's Activities

Richard Beckhart said in 1972 that there are four activities a group should perform on a regular basis if they desire to grow into a team. Since researchers today still agree on these four activities, we will spend some time exploring each activity.

The Four Stages of Team Development

Every group of people, whether they are a team or just a group working together, grows and evolves. We will spend this session looking at Tuckman and Jensen's four stages of team development: forming, storming, norming, and performing.

The Trust/Relationship Model

We will look at how trust impacts relationships through a lecture and small group work.

The Six Thinking Hats

During this session, we will discuss Edward De Bono's six thinking hats. Then, we will explore how these hats can help us in a team environment.

Exploration, Analysis, and Evaluation

Team problem solving needs a three-phase approach: exploration, analysis, and evaluation. We will look at this model through a combination of lectures and group work.

Interventions

This session will look at some common problems that teams face and some recommended solutions.

Resolving Conflict

Solving conflict in a positive way is key for building a strong team. This session will look at types of conflict and tips for resolving conflict. Participants will also take part in a role play to demonstrate the concepts learned.

Developing Team Action Plans

To wrap up the day, we will look at some planning tools that teams can use to help them grow and improve, including improvement plans and action plans.

Workshop Wrap-Up

At the end of the day, students will have an opportunity to ask questions and talk with the trainer.