

## **Team Building Programme**

No matter how an organisation is structured in its management or decision making process, it has a greater likelihood of achieving its goals if there is a team approach rather than operating as individuals.

Managers frequently speak of teams and teamwork without being clear about the precise meaning of the words. The result is that they concentrate on tasks and ignore the process of team building.

The programme seeks to redress the balance by allying the tasks and objectives with skills and factors that combine an effective team.

**AIM:** To equip managers and team leaders to analyse the skills needed in team building and to systematically put them into practice within the framework of their own work environment.

### **OBJECTIVES:**

By the end of the programme participants will have:

- Considered the benefits and distinctive characteristics of a team approach to goal achievement.
- Appreciated how they behave in a team or group.
- Discovered the factors that prevent groups becoming cohesive and effective and ways in which these might be eliminated.
- Learned about leadership, power and authority within groups.
- Practised interactional skills which help team performances and achieving objectives.

The programme will be developed through the use of structured exercises emphasising team skills. It will focus on: shared understanding of purpose, management of conflict, developing group cohesiveness, interpersonal dynamics and blockages to communication.

Participants will be asked to examine their own behaviour in teams and to relate the learning points to their own work situation. This will enable them to develop the use of skills needed to meet the challenge of different team situations.

**This course can be adapted to either a one day input or run over several days.**

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