

OPTIMIZING TEAM PERFORMANCE

COURSE DETAILS:

- **Learning Format:** Classroom
- **Target audience:** All employees and their leaders
- **Course length:** 3 hours 20 minutes or 2 hours Fast Track
- **Facilitator Certification:** DDI certified facilitator required
- **Prerequisites:** Communicating with Impact or Essentials of Leadership
- **Series:** Suitable for all environments
- **Group size:** 8-16 people
- **Pre-work:** None

PERFORMANCE OBJECTIVES:

- Employees will demonstrate increased ownership of team performance by assessing and taking responsibility for improving team effectiveness and performance.
- Employees will focus on high-priority actions and strategies that directly support the organization's goals.
- Employees will look for ways they can influence the team environment.

PRIMARY COMPETENCIES DEVELOPED:

- Contributing to Team Success
- Building Strategic Working Relationships

ADDRESSES THESE ISSUES:

- Are your teams flailing or floundering?
- Do your teams understand which barriers are within their areas of influence?
- Are teams assessing their performance to identify areas to improve effectiveness?

COURSE SUMMARY: Teams bring innovations and productivity to your organization. But even the most effective and productive teams occasionally hit plateaus or barriers that can prevent them from achieving their full potential. This course recharges teams by providing a framework to diagnose strengths and weaknesses, tools to continually improve performance, and a process to build action plans that optimize performance.

COURSE OVERVIEW:

What's It Like Out?: The facilitator introduces the Team Performance formula and explains how it can help teams optimize their performance. Learners discover how the team environment - organizational support, organizational design, role clarity, learning support, and systems alignment - affects team performance. They rate their environment and use a Team Action planner to develop a plan for optimizing their performance.

Team Practices Make Perfect: The facilitator introduces the team practices – purpose, process, communication, involvement, commitment, and trust – and explains why they are important and how they relate to the Team Performance formula. Learners build awareness of the practices by going through a “leach back” and discrimination activity. They rate their team practices and use a Team Action Planer to develop a plan for optimizing their performance.

Team Skills – Do You Have What It Takes?: The facilitator introduces the team skills – personal effectiveness, group effectiveness, business, and technical – and describes why having the appropriate mix of team skills is important. Learners rate their team skills and use a Team Action Planner to develop a plan for optimizing their performance. The facilitator summarizes the individual parts of the Team Performance formula and issues a call to action.

Video Segment Summaries: There are no videos associated with this course.

RELATED COURSES:

- Influential Leadership (for leaders)
- Launching a Successful Team
- Leading High-Performance Teams (for leaders)
- Motivating Others (for leaders)
- Working as a High-Performing Team