Training Charter

Training Objective : This training is designed in a manner that managers or leaders of the organization can be in position to understand and develop traits that help them lead 'High Performance Teams'.

Duration : 16 Hours (Online) - / 8 Hour (Face to Face
Target Audience: Managers / Team Leaders/ An employee who is leading a team across all departments.

Training Methodology
Brainstorming with Thought provoking videos
Interactive Activities
Group Discussions
Mind Mapping
Team Building Exercises - Participants would engage in activities to experience practical ways to engage with team mates.

1.1 Overview of Team Development and Utilization- Background Participation
1.2 Importance of Effective Team Leadership

2. Understanding Team Dynamics
2.1 Key Elements of Successful Teams
2.2 Forming, Storming, Norming, Performing: Stages of Team Development
2.3 Role Clarification and Team Structure

3. Building a High-Performance Team
3.1 Team Building Strategies
3.2 Fostering a Collaborative Team Culture
3.3 Developing Team Cohesion and Trust
3.4 **The Belbin Team Role Theory**
3.5 The Tuckman Model for Team Development

4. Effective Delegation Techniques

4.1 Importance of Delegation in Team Success

4.2 Delegating Tasks According to Team Members' Strengths

4.3 Empowering Team Members Through Delegation

4.4 Game: Delegation Challenge - A Simulation Exercise

5. Leading Change Within Teams

5.1 Adapting to Change in Team Environments

5.2 Communicating Change Effectively

5.3 Overcoming Resistance to Change in Teams

5.4 **Kotter's 8-Step Change Model**

5.5 **Lewin's Change Management Model**

6. Decision-Making in Team Environments

6.1 Inclusive Decision-Making Processes

6.2 Utilizing Diverse Perspectives for Better Decisions

6.3 Balancing Team Consensus with Effective Leadership

6.4 Game: Decision Matrix - Enhancing Team Decision-Making Skills

7. Ethical Leadership in Team Development

7.1 Importance of Ethical Leadership

7.2 Setting Ethical Standards for Teams

7.3 **Navigating Ethical Dilemmas in Team Settings**

7.4 The Four Component Model of Ethical Leadership

8. Strategic Thinking for Team Utilization

8.1 Developing a Strategic Mindset in Team Leaders

8.2 Aligning Team Goals with Organizational Objectives

8.3 Critical Thinking for Problem Solving within Teams

8.4 Game: The Strategy Board - Enhancing Strategic Thinking in Teams

9. Maximizing Team Productivity

9.1 Time Management Strategies for Teams

9.2 Identifying and Eliminating Team Productivity Barriers

9.3 Recognizing and Leveraging Team Members' Strengths

9.4 **Game: The Productivity Challenge - Team Efficiency Simulation**