

Managing Change, Building Relations & Leading a High Performance Team; A Foundation Program for Development Organisations

Introduction

Teams drive organizational progress. Yet forming, building and leading high-performance teams has always been an up-hill task for many organisations. That is one of the most complex and crucial challenges faced by the current day leaders and most of the growing up organisations. *Creating and Leading High-Performing Teams* combines the best insights from research and various experiential learning. In order to effectively achieve organization goals, effective and successful teams are quite essential to your organization's progress. So, helping team leaders build on a team's strengths is the way that they can obtain their objectives and that can only be achieved with effective team building. A team is essentially an integral unit of an organization and it works toward organizational objectives and goals, rather than an aggregate of individuals working on independent goals. When you combine people into teams, the results can be highly unpredictable. Even teams with great people and great skills can achieve great results.

In the current days, many organizations are looking to for their employees to cooperate and produce expected results, instead of working independently. Hence team building has become paramount. In many cases, effective team building can be achieved through many different team building events. A successful team building event can dramatically affect one's organisation's productivity for years to come. Usually some of the most important qualities that an organization always looks forward to improve upon through team building relates to developing cohesiveness among group members, enhanced problem-solving, generation of ideas, visioning and improved morale etc. Team building leads to an organisation's better understanding of its specific problem and find the best alternative way to solve it. The experiences through this program are expected to change the way you create and lead your own high-performing teams. That will make you realize that effective team building can be achieved, along with all the benefits that come along on the way with it.

Objectives

- To sensitise the participants to the concept of team diagnosis, managing change and building relations in the context of an organization and its changing dynamics.
- To encourage the participants to understand the need & importance of building effective teams in an organization who can work in cross-functional team settings and improve the way of their interaction &, communication.
- To build the skills of participants in relation to building, leading and managing teams produce great results and excel in every step of team performance.

Coverage

- Team Concepts on understanding & managing change and teams in an organization.
- A Treasure hunt to overcome common hurdles (In-cohesiveness, difficult & dominating characters etc.
- Creating & leading high performance teams Vrs inter-personal competency.
- Team building-what it means to a member of the Organisation?
- Team Diagnosis around performance mile stones.
- Organisational Dynamics Vrs Team Dynamics - A humanistic model of Leadership style.
- Role derivation Vrs Role Rotation.
- Negotiating the hidden agenda and role of coaching, leading, making decisions & communicating.

- Cows Don't Give Milk, it has to be extracted drop by drop!
- Managing Time & Tasks Vrs Role Expectations.
- Getting along with people; Interpersonal perception; the Tran -theoretical model of team building (Scan the limitations & Weaknesses & Remedy the situation).
- Workplace success factor Vrs strategic performance measurement & management.
- Fostering Teams & Building skills vis-à-vis navigating in to different role models?

Methodology

The training will follow a dozen of cross participatory-academic methods with a few conceptual sessions coupled with case study analysis, demonstration, practical team building exercises through sharing success cases and best practices.

Expected Outcomes

- Participants developed critical understanding about managing change & building effective teams in organisations.
- They became effective leaders in team situations with clear vision & purpose & effectively manage organizational change & human relation.
- They became skillful & cross-functionally effective in varied teams and developed inter-personal competence.

Expected Participants

Senior Officers and Managers from Government, Private & Corporate sector professionals and Development Organization persons including Panchayati Raj Representatives and such other interested Individuals from the community.

Programme Directors

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Duration

3 days: August 10-12, 2009

Venue

Bhubaneswar