

Course, Retreat or Speech Title:

Teams That Work

Length:

1 – 15 hours

Objectives:

- Consider multiple definitions of teams
- Understand basics of group dynamics
- Establish key actions for effective teams
- Provide opportunities to work in teams through several activities and analyze efforts

Content Summary:

- Understand the role of ground rules
- Review team definitions
- Discuss best and worst team experiences
- Apply the stages of group dynamics to practical experiences: Storming, Forming, Norming and Performing
- Learn about group task and maintenance behaviors
- Build more effective relationships
- Improve the communication skills that will enable better team development
- Discuss the how to address conflict on teams
- Learn about working groups vs. teams
 - Katzenbach, Jon R., and Douglas K. Smith. *The Discipline of Teams*. Harvard Business School Press, 1993.
- Apply Myers Briggs lessons to team development (may include time to take Myers Briggs and general overview depending on group's familiarity with the concepts)
- Review ways to effectively organize teams
- Conduct more productive meetings
- Evaluate team efforts
- Learn to implement team recommendations