



# Effective Teamwork for High Performance Teams

*High Energy Teams occur when several fundamental questions are addressed. These key questions include:*

***Who Are We?** – Each person in a team brings different strengths to the team effort. Understanding these varied individual skills allows team members to achieve maximum performance levels.*

***Where Are We Going?** – To work with energy, commitment and enthusiasm, a team needs to have a clear understanding of where it is going... a vision aligned to the organisations mission and goals.*

***How Will We Get There?** – To turn a vision into reality, the route needs to be planned and agreed upon... objectives, action plans and levels of performance.*

*Participants are guided through the various stages of team development, and learn to recognise the typical problems that impede team progress - and how to implement successful ways of accelerating the team through to High Performance. Key issues around individual work preferences and styles are explored in detail, together with attitudes to conflict and problem-solving, Team Ground Rules, motivation, agreed performance standards and reward structures. Group participation and several interactive exercises ensure the session is both extremely practical and highly enjoyable.*

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## Topics covered include:

- **Key Characteristics of a Highly Successful Team**
- **Stages of Team Development – from forming to performing**
- **How Hot is Your Team?**
- **Work Preferences & Personal Styles**
- **Team Ground Rules – the way we do things around here**
- **Where Are We Going? – agreeing the team vision**
- **Tips on Handling “Difficult” Situations... and People**
- **Leadership Skills**
- **Self-Assessment – How Do You Rate As A Team Member?**

- **The Importance of Praise**
- **Ground Rules For Conflict**
- **Shorter, More Effective Meetings**
- **Motivation and Rewards**

... and any additional topics specifically requested by the participants

### **Presenter:**

David Henton, International Presenter and Communication Specialist, New Zealand

### **Duration:**

Full day, or to suit Client requirements

### **Venue & Dates:**

To be advised

