

BUILDING AND LEADING YOUR TEAM

Workshop Outline

AIMS:

This initial workshop will look at the role of the First Line Manager and how participants can develop their skills and identify behaviours, which will help to strengthen their position as team leaders. There will be an opportunity to discuss a number of management and leadership models and look at how these can be practically applied to managing their teams. Attention will be focused on the key skills of building a team to achieve maximum performance. Finally, there will be an opportunity to look at the importance of motivation and how a group of motivated individuals can generate synergy and become a high performing team.

LEARNING OBJECTIVES:

At the end of this workshop participants will:

- Receive group feedback on MBTI
- Be aware of the role of the First Line Manager and how to balance their activities between the task, the team and the individual
- Know how to develop a flexible style of leadership and suit their style to the individuals they are managing
- Begin to explore ways of delivering increased personal performance, (stepping out of your comfort zone), whilst supervising others to work as a high performing team
- Understand the characteristics of effective teams and the importance of communication in team maintenance
- Identify factors which can block team performance and discuss ways of relieving these
- Look at individual Belbin team roles and examine the respective strengths and weaknesses of each role
- Understand the importance of creating synergy in the team
- Understand what motivates people and how to apply motivational techniques with your own team

APPROACH:

This module will involve self-analysis and exploring some key management theories. Participants will learn techniques, which they can use in their own job role to help maximise team performance. This will be a highly participative workshop and may involve a number of indoor activities.

