

Beyond Excellence ®

Team Development

PROGRAM OVERVIEW

Basic training in team building abounds, but few programs are available for experienced teams who want to learn advanced theories and techniques. In this intensive, experiential program, the emphasis is on assessment, application skills and intervention with a particular focus on roles, vision, mission, problem-solving, decision-making, interpersonal relations, conflict, resistance to change and transition. Learning ranges from theory to practice, including the eight critical elements of creating and sustaining high performance. Individuals may be responsible for pre and post workshop preparation.

**Imagine a
team development
workshop
that exceeds
anything
you have ever
experienced!**

WHAT YOU WILL LEARN

You will learn about yourself, your leadership and management style, personal and team empowerment, how you interact and are perceived by others, key intra and interpersonal skills, and support conditions which allow high performance teams to flourish. The objectives of this workshop allow you to learn:

- to enhance your leadership within a team setting;
- to enhance communication through effective and meaningful feedback;
- how the culture of the organization determines the success or failure of team building;
- further increase your ability to manage team differences and to work effectively towards the established goals;
- to use the leadership of 'oneself' as the primary instrument of change in assisting team development;
- to develop and monitor a set of team norms that encourage excellence in effectiveness while individuals monitor team performance;
- how to design an interim maintenance schedule to be used between team building sessions.



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PROGRAM CONTENT

The workshop will focus on assessment, instruments and interventions in the following areas:

- ◇ Effective Team Meetings and Facilitation
- ◇ Inspiring Team Vision & Mission
- ◇ Aligning Organizational Core Values
- ◇ Team Problem-Solving & Decision Making Approaches
- ◇ Power & The Interpersonal Relations
- ◇ Dealing with Team-based Conflict
- ◇ Resistance to Change and Transition
- ◇ Leveraging Individual & Team Strengths and Appropriate Roles and Responsibilities
- ◇ The Leading Edge Models in Team Building & Group Process
- ◇ New Team Members and Team Transitions
- ◇ Trainer Impressions and Feedback

“Peak Experiences have turned our working group into a cohesive team! Thanks to their team building and organizational development workshop, our productivity and communication have increased substantially. I highly recommend their expertise!”

Barry Saunders, General Manager,
Global Television Atlantic

WHO WILL BENEFIT MOST

Experienced teams whose members have made a true commitment to enhancing their teams' maturity, individual effectiveness and their interpersonal skills for growth and enhanced team performance.

PREREQUISITE

Participating organizations should have had training in introductory team building and have members who wish to learn advanced theory techniques as well as fine-tune their individual leadership skills within their own work teams. (A Peak Experiences team building workshop or an equivalent team building program.)

Peak Experiences - The Learning Company

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