

Building High-Performance Teams

Course Overview



Course Description

According to research, the amount of time that individuals spend working in teams continues to increase. Unfortunately, so do the levels of dissatisfaction and frustration among those team members. But the situation is not hopeless – the research also provides guidance on how to build more effective workplace teams. And that’s where this training comes in. Based on three well-known approaches to team building (Patrick Lencioni’s *The Five Dysfunctions of a Team*, Carl Larson and Frank LaFasto’s *Teamwork: What Can Go Wrong – What Must Go Right*, and Jon Katzenbach and Douglas Smith’s *The Wisdom of Teams*) this highly interactive session provides practical team-building skills that can be applied immediately.

Course Objectives

Upon completion of this program, participants will be able to:

- Understand the differences between Teams and Work Groups;
- Leverage their individual strengths as a team member, while compensating for their individual weaknesses as a team member;

- Identify and overcome “The Five Dysfunctions of a Team”;
 - Recognize and strive for “The Eight Characteristics of High-Functioning Teams”; and
 - Apply specific tips and techniques to build more effective workplace teams.*
- * If the session is conducted with intact teams, participants also can complete the *Team Excellence Survey* prior to the session.

Key Topics Covered

This course explores the following in depth:

- Teams vs. Working Groups
- Tuckman’s Five Stages of Group Formation
- Getting Beyond the “Storming” Stage
- “The Five Dysfunctions of a Team”
- “The Eight Characteristics of High-Functioning Teams”
- The Guiding Principles of High-Functioning Teams
- The Collaborative Team Member
- Dealing with Low-Performing Team Members (“Social Loafers”)

For more information – or to schedule a workshop – please contact us today.



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