

# Team leadership, management and development - 1 day



## Pre-requisites

There are no pre-requisites for this course.

## Description

### Do you need to:

- Understand the different behavioural styles of the people on your team?

It is often said that people join organisations, but they leave managers. You may have the right people and a great plan, but it takes a leader with specific behaviours and skills to consistently motivate a team to work together, improve performance and achieve success through different stages of development.

## Aim

This course aims to provide you with the skills and knowledge necessary to develop an understanding of teams. The importance of teams in organisations is examined to help understand how to manage teams and ensure organisation success.

## Learning Outcomes

### At the end of this course you should have the skills and knowledge to:

- Recognise the difference between a group and a true team
- Understand team dynamics
- Identify group think
- Understand team synergy
- How do teams work?
- Team contributions to organisations
- Distinguish the difference between managing and leading a team
- Identify the strengths and weaknesses of your team
- Understand the stages of team development and how to take your team to the next level
- Develop a culture of trust within your team
- Monitor and control team performance

## Topics Covered

### Key topics covered on this course include:

#### How do teams contribute to an organisation?

- What are teams?
- Team and teamwork roles for managers
- Organisational and management implications of self-managing work teams
- What can go wrong in teams?
- Synergy
- Usefulness of teams
- Self-managing work teams

#### What are the current trends in the use of teams?

- Employee involvement teams
- Self-managing work teams
- An open-systems model of work
- team effectiveness

#### How do teams work?

- Team formation
- Effects of team cohesiveness and norms
- Guidelines for increasing team cohesion
- How cohesiveness and norms influence team performance
- Distributed leadership roles
- Distributed leadership helps teams meet task and maintenance needs
- Dysfunctional activities that detract from team effectiveness

#### How do teams make decisions?

- Groupthink
- Methods for dealing with groupthink
- Creativity in team decision making
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#### What are the challenges of high-performance team leadership and development?

- Characteristics of high-performing teams
- Team building
- Steps in a cyclical team-building process
- Development
- Effective team leadership



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**Canberra** Level 1, 15 Moore Street, Canberra City, ACT, 2601 Phone: 02 6162 2929 Fax: 02 6162 2928

**Melbourne** Level 6, 446 Collins Street Melbourne VIC 3000 Phone: 03 8060 4555 Fax: 03 9642 0150