

Talent Engagement Team Centered Leadership Workshop Content Plan



PMG



Team Centered Leadership

Purpose:

This course is designed to assist teams to understand the dynamics that are impacting the level of performance and to craft strategies to make desired improvements. The course is conducted from the viewpoint that everyone in an organization is a leader with a direct affect on its success, and provides insights into how the individual and team can function more effectively and with greater confidence and satisfaction. Because the course is customized for each client based on the results of their Team Scorecard, the learning experience is more personal and pertinent with each exercise and discussion focused on making enhancements to the team as the study indicates.

As a result of this course, participants will be equipped with a thorough knowledge of:

- ✓ The types of behaviors, attitudes and activities present within the team and how they are generated;
- ✓ How each individual impacts the elements of Communication, Trust, Alignment, and Productivity and why this effects both individuals and the overall success of the organization;
- ✓ Methods to develop greater flexibility in personal communication preferences, especially in stressful situations;
- ✓ How to utilize select tools to strengthen the team and individual performance;
- ✓ Best practices that they can borrow from other organizations.

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Target Audience:

This course is designed for teams that wish to function at a higher level. The program is best implemented when the entire team participates in the training. It will assist senior leaders to refresh skills and learn new ones. It will assist more junior members of the team to develop leadership skills that they can use in any phase of their lives.

Process:

- An invitation is emailed to each member of the team to participate in the Team Scorecard by completing the Opinion Form online. While it only takes each individual approximately 20 minutes to complete the online form, it typically takes several days for each member of the team to have provided their input.
- Once the data is collected from each member of the team, it is processed by PMG and compiled into a comprehensive report. Because of the complexity of the report and the analysis required, we request approximately one week to complete this phase.
- The results are delivered to the team's leadership and the results briefly reviewed.
- The Team Centered Leadership course is conducted anytime after this point. We firmly recommend that this is scheduled as soon as possible to ensure that the momentum is not lost, and to convey to the team that their input is valued.
- The training is optimally delivered over 2 days to allow time for break out sessions and to develop strategies for making enhancements.

Modules:

Module 1: Presentation of the Team Scorecard results.

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- ✓ What do the results mean to us?
- ✓ An explanation of each of the elements measured and why they are important to every organization;
- ✓ Overcoming barriers;
- ✓ How to use the results to reach the Desired Environment as specified by the team.

Module 2: Communication – The Key to Leadership

- ✓ The 4 personality styles and how do they impact performance;
- ✓ Implementation of the Personality QuickScan© to assist each individual understand his/her primary style and its preferences;
- ✓ How preferences impact all elements of the organization;
- ✓ What is the cause and effect factor?
- ✓ Exercises

Module 3: The Team Centered Leadership Tool Chest

- ✓ The power of working in alignment
- ✓ Discovering and honing your leadership style (everyone has one);
- ✓ The 3 types of effort present in any team and how to use them effectively;
- ✓ Methods to turn counterproductive activities into productive ones;
- ✓ Fun – the secret ingredient to team success & how to put it back in the workplace
- ✓ Exercises

Module 4: Continuous Process Improvement

- ✓ Improvement begins with you
- ✓ What is acceptable risk?
- ✓ Eight steps to Continuous Process Improvement
- ✓ When you go back to work
- ✓ Exercises

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Methodology:

The course is designed to be highly interactive. There is a combination of lecture and discussion using a PowerPoint and exercises. The environment is a safe place to voice opinions and to practice new skills, and to laugh. Exercises are selected for the specific client to assist to illustrate specific learning objectives.

For any more information please contact ricky@talentengagement.com

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