

# Team Building Skills Training



## Overview:

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Team building will strengthen and build the whole team while developing the individual; it helps people steer away from blame and create a climate of loyalty and support.

This training program aims at aiding managers understand the various elements that go into building and managing an effective team.

## Objectives:

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- Understanding of various team roles and how to harness the different strengths and styles to improve team performance
- Dysfunctions of a team and how to work in collaboration
- Explore techniques that enable individuals and teams to address the communication and process issues that are barriers to high performance
- Reflection of one's own role and preferred style in a team.
- Effective Feedback

## Training Topics:

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- Requirements and features of a team
- Bruce Tuckman's model of team development
  - Forming
  - Storming
  - Norming
  - Performing
  - Adjourning
- Understanding team dynamics –Johari Window
- Managing a team
  - Selection
  - Bonding
  - Development
  - Optimizing performance
  - Assessment
- The Role of the Leader/Team Member
  - Understanding the stages of team building

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- Leadership/Team Member behavior for each stage
  - The art of delegation
  - Building trust
  - Creating a collaborative work environment
- The importance of giving and receiving regular feedback

## **Training Hours:**

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The duration of the training program will be 8 hours

## **Training Methodology:**

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- Instructor Led Training
- Role Plays
- Games and Group Activities
- Case Studies

## **Resources Required:**

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- MMM Training Solutions will conduct the training.
- Maximum number of participants to a class will be 15.
- The training will be conducted at a venue organized by your organization.
- The following will be provided by your organization:
  - Handouts will be printed/photocopied
  - An LCD projector
  - Audio speakers