

# Building High Performing Teams

2 day in-house course that can be tailored

*Foster collaboration, build cohesive teams and resolve conflict effectively and for the benefit of all team members.*

## Overview of course content

Learn how to develop a high performing team:

- Understand the types of teams and what makes them successful.
- Develop a motivated, high performing team.
- Define your leadership styles and how to be an effective team leader.
- Effectively communicate and work with your team.
- Understand decision-making styles.
- Get maximum impact from team meetings.
- Create collaboration within and between teams.
- Resolve conflict.

## Key benefits

Identify with different types of teams and how to define team success.

Create a team charter to develop your own high performing team.

Understand how to adapt your leadership style to be effective in different situations.

Communicate effectively with your team so that all team members contribute to the team's goals.

Deliver team meetings and discussions that are participative and positive.



## Duration and format

Two day programme where content can be tailored to specific requirements.

## Who is this course for?

Managers and Team Leaders responsible for building and leading high performing teams.

## How do we do it?



### Types of Teams and defining success

- Understand different types and characteristics of teams and what makes them successful.

### Developing a high performing team

- Create and sustain values, expectations and ground rules that inspire and motivate team members to achieve goals and commitments.

### Leadership styles and effective team leadership

- Understand your own style and how to develop effective teams.

### Communicating and working with your team

- Set clear objectives and delegate and empower your team.

### Understanding decision-making styles

- Explore advantages and disadvantages of different styles, the importance of innovation and the difference between green light - red light thinking.

### Getting the most from team meetings

- Discover many techniques and skills to transform team meetings and ensure effective facilitation, communication, decision making and involvement.

### Creating collaboration

- Learn how to create a collaborative culture within and between teams, and minimise the risk of conflict.

### Resolving Conflict

- Deal with difficult team situations, facilitating positive outcomes, identifying sources of conflict and resolution skills.

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Additional course detail

## Continue and refresh your learning even after the course...

...all attendees on this course receive FREE access to the exclusive 'Building High Performing Teams' post course learning area of the Illumine website.

## How can I take this programme?

**In-house courses** - suitable for organisations that want to develop teams or groups of individuals from across the organisation. Programmes can be geared towards your organisation or industry sector with relevant activities, examples and case studies. Discuss your needs with an account manager on **+44(0)1753 866633** or email [inhouse@illumine.co.uk](mailto:inhouse@illumine.co.uk)

## Continuous Development

CPD recognition is awarded on both public workshops and in-house courses, being dependent on the number of hours spent learning. On request Illumine will provide a certificate of attendance for you to use as evidence and attach to your record card.

### Related Courses

Essential Management Skills	Essential skills to become a really successful manager.
From Competent Manager to Effective Leader	Enhance your communication style and understand how to harness the energy, enthusiasm and motivation of the people around you.
Facilitation and Meeting Skills	Achieve tasks, objectives and outcomes from effective meetings and discussions.
High Performance Coaching	Coach and mentor others effectively to see real team and business improvements.

### About Illumine

Illumine Training provides management and personal skills development, focused on developing *better brains for better business*.

The range of courses and workshops is split into six business critical areas and are delivered through:

**Public Workshops** - 1 and 2 day workshops.

**In-house Courses** - Specifically for teams or groups from within an organisation, tailoring as necessary.

**FIT Sessions** - In-house bite-size (90 minute) learning sessions designed by Illumine to maximise learning in the minimum time possible.

**Other Options** - E-learning, Facilitation, Coaching, Away-days and Speakers.