

High Performance Team Award

Objectives

- Provide an understanding of what a High Performing Team looks and works like
- Provide an understanding of the likely process a team progresses through in order to be considered a High performing Team
- Develop managers own awareness of their role within their team
- Support managers to develop plans to build and develop their team to reach a higher level of performance

Pre Workshop Learning - (2 hours)

- Questionnaire – Belbin team types
- Complete a SWOT analysis on your Team (instructions given for those new to a SWOT analysis)
- Meet with your Programme Mentor (another Manager attending the programme) to discuss your SWOT and document early ideas for improvement
- Welcome phone call or conversation with Managers to explore their expectations and objectives for the programme

Workshop - 9am – 5 pm (7 hours)

- Welcome & Icebreaker (ideally would include an introduction by sponsoring Senior Manager to help position the event for all attending)
- Team activity with review & reflection
- 4 Stages to a High Performing Team (Tuckman)
- Seven Characteristics of a High Performing Team
 - (Purpose & Values, Empowerment, Relationships & Communication, Flexibility, Optimal Performance, Recognition & Appreciation, Morale)
- Understanding your team
 - Reflection and self assessment against the seven characteristics
- Team activity with review & reflection
- Identifying team Roles (Belbin team types)
 - Team activity to demonstrate team type and identify Strengths, development areas & opportunities for each
 - Reflective session
- Team activity with review & reflection
- Team action planning session, working with Programme Mentor (pulling together ideas & notes made throughout the workshop)

Types of Activities used

- Individual – enable people to get to know a little more about each other
- Team – enable people to examine how they work as a team
- Non competitive / competitive exercises

Post workshop learning - (2 - 3 hours)

- Briefing with own line manager to discuss your Team Action Plan and progress towards your personal learning objectives
- Begin to implement your Team Action Plan
- 30 minute review meeting with your Programme Mentor (Each week after the programme)