

Building Effective Teams

An effective team typically features people with complementary skills, committed to a common purpose, goals and approach for which they hold themselves mutually accountable. It's likely to have a firm identity, a shared history and a collective understanding of what's important to both individuals and the team as a whole. Without this, a team will be less effective, unable to ever deliver the full potential of its constituent parts.

However, effective, high performing teams don't just emerge overnight. They're nurtured in an environment that helps bring out the best in them, allowing them to thrive. Creating such an environment is a crucial part of any leader's job.

Description

This course is designed to help you create the conditions within which an effective team can take shape. It explores the different stages of team development, from initial uncertainty through to creating shared ways of working and supporting one another.

You'll look at the importance of developing a shared purpose, setting team goals and matching people's skills to the most appropriate team roles. You'll also consider what this demands from you, in terms of how you motivate, support and challenge team members, communicate a clear vision for the team and role model appropriate behaviours.

What does it involve?

This course features a 3 hour workshop, ahead of which you're expected to complete 5 pieces of preparatory activity, including online tutorials and an online activity. The workshop opens with an opportunity to share your experiences of team working and a discussion around what constitutes an effective team.

Following this, you'll learn about what it takes to create an effective team. This includes an exploration of the well-established team.

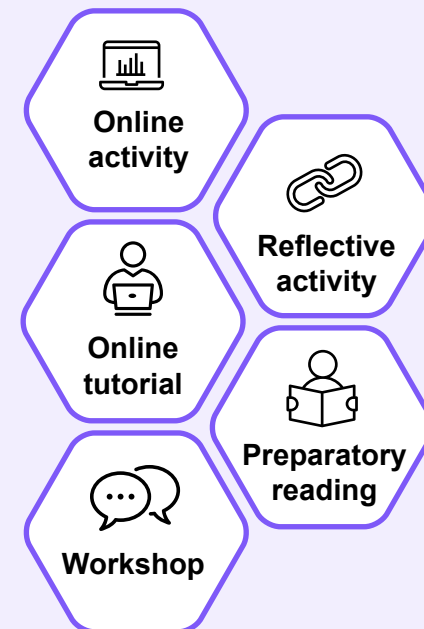
Development model of forming, storming, norming and performing. You'll also consider how leaders can lay the groundwork for a successful team environment. This leads into a discussion about the leadership skills required to develop an effective team and the creation of an action plan, outlining what you will do differently as a result of what you've learned.

What's the outcome?

Having completed this course, you'll be able to define the characteristics of an effective team and to identify the current strengths and development areas within your own team. You'll understand the importance of working in teams and how to motivate and empower team members.

You'll know how to create and communicate a clear and compelling vision of your team's purpose, connecting this to personal values and improved outcomes for the Civil Service, your customers and citizens. Having established ways for managing the team effectively, you'll help the team to thrive in a pressurised environment.

Learning activities



Delivery method:



Estimated learning time:

4 hours 30 minutes
(including 3 hour workshop)

How to book

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