



TEAM CRAFT

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TEAM CRAFT

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Leadership in the Workplace Workshop

This workshop focus is on team leadership within the work setting.

Among a team leader's responsibilities are to bring leading edge technical skills to the team; to develop great relationship and communication skills; and to lead effective problem solving skills.

In this workshop participants gain a shared outlook on leadership skills:

- Assessing what it means to lead, given every organization's distinct way of doing things;
- Identifying qualities of a real team, and how team leaders create highly productive teams;
- Consider their team's place within the stages of team development, and how to advance;
- Learn about Situation Leadership, & Effective Communication Strategies;
- Promote shared leadership on the team.
- Participate in a learning lab of a team problem solving process, and identify how it can be applied.

Discussions revolve around the following concepts:

Characteristics of a great team vs. a "problem team" and the influence a team leader has in producing either effect. Characteristics of an Effective vs. Ineffective Team Leader.

Definition of a real team: A real team is a small number of people with complimentary skills, committed to a common purpose and goals for which they develop a shared approach, and to which they hold themselves mutually accountable.

Leadership Definition: Leadership is the ability to *advance* the team towards its goals in ways that provide insight (new ideas), direction (effective process), and encouragement (motivation).



An effective team leader fosters an environment where other members of the team also exhibit complimentary leadership at the same time: a characteristic of effective teams.

What factors foster leadership? . . . past experience, beliefs, company directives, resources at the time, a specific circumstance.

The **Situation Leadership Model:** How does an effective team leader relate to different team members with different skill and experience levels?



Communication Skills: Giving and Receiving Feedback: The Joahri Window and the CONNECT Communication Model, and includes Active Listening and How to ask a "good" question.

Types and Levels of **Power and Influence:** Which is most Powerful? Which is most effective? What power do you have?

Stages of Team Development
Forming – Storming – Norming – Performing
Conflict or "Storming" is normal and

necessary– the conflict of ideas, and must be resolved to advance
Argument can challenge ideas, while maintaining respect for each other.

Give your idea to the team – and focus on how an optimal plan will be decided.

Good decisions – norming - includes a shared understanding and buy-in from team members – that leads to high performance.

Teams Solve Problems – with a process (their own refined way).

3 Phases to be aware of

- Understand the situation – and decide on a plan
- Act on what is decided – in appropriate roles
- Learn from what you did, and apply it in the future



The participants do activities as a learning lab of the team problem solving process and debrief for work applications. A Personal Action Plan can be developed as time allows.

Program Characteristics

- **Groups** of from 6 to 60 people.
- **Format:** Can be focused on your business and industry
- **Location:** Indoor meeting space with open area for activities. (activities can be done outdoors)
- **Length:** A full day program. OR a shorter session can focus on specific topics of your choosing.
- **DiSC Leadership Profile Option:** The workshop can provide detailed Leadership Skill assessments of individual styles with coaching points on working with others.