



Who Should Attend?:

This workshop is designed for managers who are called upon to help make their organizations more productive. It is especially relevant for executives as well as senior and mid-level managers. Staff managers involved in human resources, quality management, and organizational development also benefit from attending.

Building Effective Teams

Training & Development Module

An interactive workshop designed to provide your management team with a solid understanding of building effective teams and a broad range of team building strategies and tactics.

The Problem:

The lack of effective teams plagues many otherwise healthy organizations. It can occur when teams are put together hastily, without task fit. The lack of effective teams costs organizations in a multitude of ways, including lost time, wasted energy, financial loss, lack of focus, and inefficiency.

Despite the widespread, insidious nature of having poorly coordinated teams, many managers are unable to build an effective team. In order to achieve optimum levels of staff morale and productivity managers must be able to identify appropriate team members, and quickly place complementary individuals into the group.

The Solution:

Our building effective teams workshop provides participants with an array of tools to pre-empt poor team management, reduce the time it takes to put it together, resolve issues pertaining to current teams, and lessen the effects of the poor team building.

Some of the key features of the workshop are

- opportunities to learn from the first hand experience of expert effective team building practitioners;
- opportunities to engage in interactive simulations and role-playing; and
- opportunities to share ideas among and network with managers from different fields.

Learning Outcomes of the Building Effective Teams workshop:

At the end of this workshop, participants will have gained the ability to

- develop teams and teamwork
- know the advantages of teams
- be able to lead teams effectively
- understand team membership
- know the concepts of team development
- demonstrate to their organizations the cost benefits of building effective teams
- help create a workplace full of effectively built teams, with an atmosphere that fosters efficiency and productivity

Benefits of Attending the Building Effective Teams workshop:

1. Be able to identify inefficient teams.
2. Learn to select and implement the most appropriate strategies and tactics.
3. Move from identification of the problem to implementation of the strategies necessary for building effective teams.
4. Reduce loss of productive time due to ineffective teams.
5. Improve workplace efficiency.
6. Lessen the impact of inefficient teams on an organization.
7. Make the link between ineffective teams and organizational costs.

People. Leadership. Results.



About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

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Program Content:

The Anatomy of Building Effective Teams

- Review of participants expectations, values, and experiences
- Role of a person who intervenes on an inefficient team
- Definition and causes of inefficient team building in an organization
- Levels of building effective teams
- Stages in the development of building effective teams
- Building effective teams as a weapon
- Styles of building effective teams
- Review of strategies and tactics
- Demonstrations and practice sessions
- Daily Learning Register

Trying Out the Options

- Group problem solving as a pre-emptive or mitigating tactic
- Mediation as a technique and process
- Training groups to work well together
- Coaching individuals into building effective teams
- Using positive processes
- Going to the top: System-wide interventions
- Demonstrations and practice sessions
- Daily Learning Register

Principles and Practices

- Responses to and consequences of an ineffective team
- Cultural differences in team building
- The organization as a "community of interest"
- The inefficient team intervener: A catalyst for positive growth
- Guerilla tactics
- Measuring the effects of building effective teams
- Measuring the effects of intervention
- Building a culture with effective teams in an organization
- Further reading in building effective teams
- Workshop evaluation and research questionnaire