OPTIMIZING TEAM PERFORMANCE

COURSE DETAILS:
- **Learning Format:** Classroom
- **Target audience:** All employees and their leaders
- **Course length:** 3 hours 20 minutes or 2 hours Fast Track
- **Facilitator Certification:** DDI certified facilitator required
- **Prerequisites:** Communicating with Impact or Essentials of Leadership
- **Series:** Suitable for all environments
- **Group size:** 8-16 people
- **Pre-work:** None

PERFORMANCE OBJECTIVES:
- Employees will demonstrate increased ownership of team performance by assessing and taking responsibility for improving team effectiveness and performance.
- Employees will focus on high-priority actions and strategies that directly support the organization’s goals.
- Employees will look for ways they can influence the team environment.

PRIMARY COMPETENCIES DEVELOPED:
- Contributing to Team Success
- Building Strategic Working Relationships

ADDRESSES THESE ISSUES:
- Are your teams flailing or floundering?
- Do your teams understand which barriers are within their areas of influence?
- Are teams assessing their performance to identify areas to improve effectiveness?

COURSE OVERVIEW:

What’s It Like Out?: The facilitator introduces the Team Performance formula and explains how it can help teams optimize their performance. Learners discover how the team environment - organizational support, organizational design, role clarity, learning support, and systems alignment - affects team performance. They rate their environment and use a Team Action planner to develop a plan for optimizing their performance.

Team Practices Make Perfect: The facilitator introduces the team practices – purpose, process, communication, involvement, commitment, and trust – and explains why they are important and how they relate to the Team Performance formula. Learners build awareness of the practices by going through a “leach back” and discrimination activity. They rate their team practices and use a Team Action Planner to develop a plan for optimizing their performance.

Team Skills – Do You Have What It Takes?: The facilitator introduces the team skills – personal effectiveness, group effectiveness, business, and technical – and describes why having the appropriate mix of team skills is important. Learners rate their team skills and use a Team Action Planner to develop a plan for optimizing their performance. The facilitator summarizes the individual parts of the Team Performance formula and issues a call to action.

Video Segment Summaries: There are no videos associated with this course.

RELATED COURSES:
- Influential Leadership (for leaders)
- Launching a Successful Team
- Leading High-Performance Teams (for leaders)
- Motivating Others (for leaders)
- Working as a High-Performing Team