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# MASTERING TEAM DYNAMICS FOR HIGH PERFORMANCE

PRICE: \$2,300

## COURSE DESCRIPTION:

This 6-week course is designed to help participants understand the key elements of building and maintaining high-performing teams. Through a combination of theory, practical exercises, and case studies, participants will learn how to foster a culture of collaboration, trust, and excellence within their teams..



## WEEK 1: UNDERSTANDING HIGH-PERFORMANCE TEAMS

- Introduction to High-Performance Teams
  - Definition and characteristics
  - Benefits of high-performance teams
- Team Dynamics and Stages of Development
  - Tuckman's stages of team development (Forming, Storming, Norming, Performing, Adjourning)
  - Roles and responsibilities within a team

## WEEK 2: BUILDING A COLLABORATIVE TEAM CULTURE

- Creating a Vision and Mission
  - Importance of a shared vision
  - Aligning team goals with organizational objectives
- Communication Strategies
  - Effective communication techniques
  - Active listening and feedback
- Building Trust and Psychological Safety
  - Trust-building exercises
  - Encouraging open and honest communication



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## WEEK 3: ENHANCING TEAM PERFORMANCE

- Setting SMART Goals
  - Specific, Measurable, Achievable, Relevant, Time-bound goals
  - Techniques for setting and tracking team goals
- Problem-Solving and Decision-Making
  - Collaborative problem-solving techniques
  - Decision-making frameworks
- Managing Conflict
  - Identifying sources of conflict
  - Conflict resolution strategies

## WEEK 4: LEADERSHIP AND TEAM MOTIVATION

- Leadership Styles and Their Impact on Teams
  - Transformational vs. transactional leadership
  - Situational leadership
- Motivating and Inspiring Teams
  - Understanding team members' motivations
  - Recognition and rewards
- Delegation and Empowerment
  - Effective delegation techniques
  - Empowering team members to take ownership

## WEEK 5: CONTINUOUS IMPROVEMENT AND SUSTAINABILITY

- Monitoring and Evaluating Team Performance
  - Key performance indicators (KPIs)
  - Regular performance reviews and feedback sessions
- Encouraging Innovation and Creativity
  - Fostering a culture of innovation
  - Techniques for brainstorming and creative thinking
- Sustaining High Performance
  - Strategies for maintaining momentum
  - Adapting to change and continuous learning





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## WEEK 6: CASE STUDIES AND PRACTICAL APPLICATIONS

- Analyzing High-Performing Teams
  - Case studies of successful teams
  - Lessons learned and best practices
- Practical Exercises and Simulations
  - Team-building activities
  - Real-world scenarios and role-playing

## CONCLUSION AND ACTION PLAN

- Recap of Key Concepts
  - Summary of course content
  - Key takeaways
- Developing a Personal Action Plan
  - Setting individual and team goals
  - Planning for implementation and follow-up

## EVALUATION AND FEEDBACK

- Course Evaluation
  - Participant feedback on course content and delivery
- Certificates of Completion
  - Recognition of participants' achievement