

## LEADING TEAMS

### Overview

Organizations that want to accomplish mission-critical work and drive significant change are increasingly relying on teams—standing teams, special project teams, task forces, cross-functional groups, and virtual teams. In all of these cases, skilled team leadership is the essential ingredient for success. Effective team leaders lead by example and achieve results through a balance of consensus and direction, individual coaching and team building skills, process and results. In this workshop, experience a video case study and other instructional innovations to learn the practical skills, tools, techniques, and requirements involved with high performance team leadership.

### Who Should Attend

Leaders and managers who want to improve their abilities to provide team leadership so that they can maximize team performance

### Benefits and outcomes

- How to utilize The World of the Team Model™ to channel your efforts as team leader
- How to assess your team leadership capabilities and determine areas for development (short-term and long-term)
- How to apply tools to match your team's structure and composition to the project at hand
- How to break down barriers and resolve dilemmas that, left unaddressed, derail team leaders
- Experience first-hand the impact and the critical communication components of cross-functional work assignments
- Expand and target information flow within and outside your team to drive results
- Leverage techniques to increase your team's effectiveness on a daily basis
- Determine strategies to enhance the team leadership capabilities that you need the most to maximize your team's success

## Program Curriculum

### Module 1: Defining Team Leadership

- Case study: The alpha chip

### Module 2: Requirements and Results

- Clarifying requirements
- The Cuban missile crisis case study
- Your personal vision
- Negotiating requirements

### Module 3: Design and Development

- Designing effective teams
- Reevaluating your team's design
- Team composition gaps
- Developing for high performance
- Basic team structures
- Characteristics for peak performing teams
- Developing your team
- Team development plan

### Module 4: Education and Evaluation

- The leadership of a shifting team
- Shared resources
- Enabling breakthrough results
- Leading team decision making
- Decision strategy continuum
- Decision-making strategies
- The team tower
- The final hurdle: Evaluating breakthrough results

### Module 5: Completing the Cycle

- Leading a breakthrough team
- The "stretch goals"
- Building lateral relationships
- Lateral relationship enhancement planner
- The team leader's balanced scorecard
- Creating your own balanced scorecard
- Selling breakthrough ideas
- Delivering under pressure

### Module 6: Team Leadership Capabilities

- The high-performing team leader
- Team leadership development plan
- Going below the surface
- Fast feedback

## Linkage Training Programs are approved by the following organizations

