

# GULF INSTITUTE



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TRAINING INSTITUTE IN THE GULF

# Building Team Excellence

## INTRODUCTION

- This life-changing, career-enhancing course, "Building Team Excellence" training course, is specially designed to enable, equip, and empower your leadership excellence and take you and your team to the next success level!
- John Maxwell, the exceptional Leadership, author, trainer, and lectures, states that "Excellence is the gap between average and exceptional." He said, 'It is the ability to exceed expectations and consistently deliver superior quality. In developing habits of excellence, leaders gain influence and stand out from the crowd. By cultivating a culture of excellence, a business attracts customers and wins their loyalty.
- Aristotle declared that "Excellence is not an act; it's a habit." To gain a reputation for excellence necessitates delivering results whenever you're called upon. Hit-and-miss performers are neither trusted nor respected. On the other hand, those who repeatedly demonstrate competence gain credibility, and their credibility paves the way to influence.

### This training course will highlight:

- The role of the leader in the team
- The significance of interpersonal relationship skills
- The key dynamics for a high performing team - assigning roles and structure
- Using powerful engagement techniques to attain team alignment
- Igniting innovation in the team to achieve increased performance
- Motivating and empowering your team to success

## OBJECTIVES

### By the end of this training course, participants will be able to:

- Understand the role of the leader in team situations as the facilitator of engagement, collaboration, innovation, trust, and empowerment in team situations
- Develop core team leading behavioural competencies to lead a team effectively
- Create a high performing team through active interpersonal relationship skills
- Identify and develop innovation in the team, leading to the growth of talent
- Manage team performance through trust and empowerment

## ORGANISATIONAL IMPACT

Impact on the organisation from the participants in attending this Building Team Excellence training course includes the following benefits:

- Better teamwork through pro-active leadership
- Increased team harmony
- Much-Empowered team motivation and empowerment
- More significant problem solving and innovation in team situations
- Improved organisational synergy
- A significantly expanded communication structure

## PERSONAL IMPACT

This training course will personally benefit the participants to gain or enhance their understanding and knowledge by the following:

- Increased confidence in leading teams
- Engagement and interpersonal skills development
- Increased awareness of team dynamics
- An understanding of your team profile and how this can be used to create dynamic teams
- Greater knowledge of team innovation and motivation
- Improved performance management skills

## WHO SHOULD ATTEND?

- This Building Team Excellence training course is designed for all leaders, managers, and professionals who want to build team excellence in order to be better prepared to lead their teams or workforce. It would be beneficial to anyone who is interested in developing their skills in motivating and leading teams to achieve the organizational mission.

This training course is a suitably wide range of professionals but will significantly benefit:

- Senior Managers
- Managers
- Supervisors
- Human Resource Professionals
- Learning & Development Professionals
- Senior Staff to shape and sharpen their leadership
- New Personnel being groomed for leadership

## Course Outline

### The Development of Empowering Team Dynamics

- The Team Leadership Challenge
- The Sociology and Structure of A Successful Team
- Developing A Powerful Self-coaching Programme for Your Team
- Working the Team Performance Curve
- How to Build Empowering Team Dynamics
- Identifying Optimum Team Roles

### Achieving Communication Engagement and Alignment

- Team Communication Structures
- Effective Interpersonal Communication
- Active Listening
- Influencing for Results
- Creating and Communicating the Vision
- Managing Change within the Team

### Increasing Team Performance and Motivation

- Team Performance Management
- Objective Setting for Increased Performance
- Motivation and Reward within Teams
- Active Conflict Management in Teams
- Negotiation Strategies to Achieve Team Agreement

### Igniting Team Innovation and Productivity

- Creating a Team Building Change Environment
- Problem Solving: Defining the Problem
- Team Problem Solving Techniques
- Innovation and Creativity
- Decision Making that Causes Proactive Results

### The Simulation Environment and Final Design

- Empowered and Sharpened Team Development
- Empowering for Success
- Effective Team Delegation
- Developing A Proactive Plan of Action
- Team Mentoring and Coaching
- Feedback for Greater Improvement

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