



## Teamwork: Building Better Teams

**Description:** Teams have become a principal building block of the strategy of successful organizations. Whether the focus is on service, quality, cost, value, speed, efficiency, performance, or other similar goals, teams are the central methodology of most organizations in the private, non-profit, and government sectors. With teams at the core of corporate strategy, your success as an organization can often depend on how well you and other team members operate together. How are your problem-solving skills? Is the team enthusiastic and motivated to do its best? Do you work well together? In most teams, the energies of individual members work at cross purposes. Individuals may work extraordinarily hard, but their efforts do not translate into team effort, and this results in wasted energy. By contrast, when a team becomes more aligned, a commonality of direction emerges, and individual energies harmonize. You have a shared vision and an understanding of how to complement each others' efforts. As jazz musicians say, "You are in the groove." Topics discussed in this course include: Defining Teams, what is a team, types of teams, establishing team norms, characteristics of teams, ground rules, team contracts, working as a team, Glenn Parker Team Survey, Building team trust, the stages of team development, the TORI model, communication, listening, and becoming a good team player

**Session One:** Course Overview.

**Session Two:** Defining Teams

- Green Vegetables
- What is a Team?

**Session Three:** Establishing Team Norms

- Characteristics of Teams
- Ground Rules
- Team Contracts

**Session Four:** Working as a Team.

**Session Five:** Your Team Player Type

- What's Your Team Player Type?
- What Does it Mean To Have a Number?
- My Team Style

**Session Six:** Building Team Trust

- Why is Trust Important?
- Building Trust

**Session Seven:** The Stages of Team Development

**Session Eight:** Team Building with TORI

- The TORI Model
- Tower Construction
- Presentations
- Scoring Results

**Session Nine:** Communication

- Defining Communication
- Listening Skills

**Session Ten:** Becoming a Good Team Player

- Workshop Wrap-Up