



TEAM PERFORMANCE CONCEPTS

Understanding the mechanics and dynamics of teamwork has never been easy. However, there is a simple and practical program that introduces you to the key concepts for building and sustaining effective, high performance teams.

Team Performance Concepts is based on several research-based models and strategies, including the Team Performance Process, a systematic method for increasing the effectiveness in any team—regardless of its nature or purpose.

Besides building awareness, participants who attend Team Performance Concepts

- Practice skill-building in diagnosing the stages of team development and using appropriate leader behaviors
- Learn effective teaming skills—and reinforce their learning with video scenarios and case studies
- Walk away with action steps for themselves and their teams—with options to add on more practice

Team Performance Concepts is authored by the same team experts as Situational Team Leadership. It is designed to be a half-day overview of a more extensive teams program for both leaders and team members.

*23 years of
challenging and
changing
leaders*

Value

Always striving for increased value and impact, GrowthSource, Inc. is proud to announce this powerful addition to our offerings.

Team Performance Concepts is designed to increase awareness about what it takes to develop work teams in ways that produce results for both the organization and individual team members.

Contact Us

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Team Performance Concepts Facilitation Materials

- PowerPoint® with linked videos to help support the instructional design

Training Design

Team Performance Concepts

Activity 1—Team Challenges
Lead-in
Materials: Think Teams! Worksheet
Activity Time: 5 minutes
Slide Time: 5 minutes
Start/Stop Time: 5 minutes
Slide 1

Team Challenges Lead-in

1. Welcome participants, individually, as they arrive.
2. Ask participants to find their seat and to locate their Think Teams! worksheet from the LAUNCH assignment.
3. Direct participants to select their top three team challenges.

Facilitation Tip
Before the session begins, arrange the room so that participants can see each other's work. This is important for the debriefing process.

Slide to your "Think Teams!" worksheet that you completed for your LAUNCH assignment. Look on the flip charts set up around the room and go place a check mark next to the three highest team challenges that you identified.

- Check the majority of the group has completed the task, ask participants to take a look at how others have voted and to look for leaders among the responses.

4. Transition to the next activity and slide—Welcome to Team Performance Concepts.

Leader Notes

Team Performance Concepts Training Design

This is the training design for a 3.5-hour face-to-face training session for Team Performance Concepts training. Sample times are for a session running from 10:00 a.m. until 12:00 p.m., including a 15-minute lunch. However, the times can be adjusted as needed.

The program could easily be expanded to include two 15-minute breaks, and allow more time for discussions and debriefs.

If time is limited, the program can be shortened by reducing the number of situations used in Activity 10—Empowering and Inspiring Practices, and by not making this activity compulsory.

LAUNCH assignments

Prior to attending the session, participants should complete the Think Teams! worksheet. This LAUNCH assignment may be facilitated by the participants by their facilitator prior to the session or, if preferred, the LAUNCH assignment can be completed on the day of the session by opening the session to a 15-minute activity.

Time	Duration	Activity	Slide
10:00 a.m.	15 min	1. Welcome to Team Performance Concepts	1
10:15 a.m.	15 min	2. Team Challenges Lead-in	2
10:30 a.m.	15 min	3. Team Challenges Lead-in	3
10:45 a.m.	15 min	4. Team Challenges Lead-in	4
11:00 a.m.	15 min	5. Team Challenges Lead-in	5
11:15 a.m.	15 min	6. Team Challenges Lead-in	6
11:30 a.m.	15 min	7. Team Challenges Lead-in	7
11:45 a.m.	15 min	8. Team Challenges Lead-in	8
12:00 p.m.	15 min	9. Team Challenges Lead-in	9
12:15 p.m.	15 min	10. Team Challenges Lead-in	10
12:30 p.m.	15 min	11. Team Challenges Lead-in	11
12:45 p.m.	15 min	12. Team Challenges Lead-in	12
1:00 p.m.	15 min	13. Team Challenges Lead-in	13
1:15 p.m.	15 min	14. Team Challenges Lead-in	14
1:30 p.m.	15 min	15. Team Challenges Lead-in	15
1:45 p.m.	15 min	16. Team Challenges Lead-in	16
2:00 p.m.	15 min	17. Team Challenges Lead-in	17
2:15 p.m.	15 min	18. Team Challenges Lead-in	18
2:30 p.m.	15 min	19. Team Challenges Lead-in	19
2:45 p.m.	15 min	20. Team Challenges Lead-in	20
3:00 p.m.	15 min	21. Team Challenges Lead-in	21
3:15 p.m.	15 min	22. Team Challenges Lead-in	22
3:30 p.m.	15 min	23. Team Challenges Lead-in	23
3:45 p.m.	15 min	24. Team Challenges Lead-in	24
4:00 p.m.	15 min	25. Team Challenges Lead-in	25



PowerPoint

Team Performance Concepts has a 3.5-hour training design with options to expand it by incorporating additional skill-building modules. Participants learn how to

- Set up teams for success
- Open up communication to increase team effectiveness within a project or department team
- Break down silos and promote collaboration
- Create a communication model for all levels of the organization that supports culture change and movement toward becoming a high performance organization
- Develop team members who are highly skilled team participants

Team Performance Concepts Participation Materials

Think Teams!

First, complete Think Teams! Then, bring your completed worksheet to the session.

1. Recall your best team experience—past, current, or simply from the workplace.
2. Identify the eight characteristics of this high-performing team.

a) Was this team a...

- Well team (participants...)
- Positive growth and success...
- Positive team experience...
- Attractively people and resources...
- Collaborative team...
- Engaged—versus... performance of first or...
- Other community or social...

b) How many people were on the team?

c) What made this team successful?

d) What made this team successful?

e) What made this team successful?

f) What made this team successful?

3. Identify three of your toughest team challenges from the list.

- Lack of clear purpose and goals
- Disagreement about team effort
- Lack of mutual accountability
- Lack of effective and/or shared leadership
- Lack of effective team member
- Inability to deal with conflict
- Inability to deal with conflict
- Lack of focus on creating and achieving

Think Teams! Worksheet

Team Performance Article

Barbara Parke-Carew, Lead Good, Don Carew, Ken Blanchard

Have you ever in the history of the world had a greater need for collaboration and teamwork? Even the most successful teams have been challenged to overcome a crisis—to today's crisis and success who cannot be without collaboration and teamwork have played their part.

Teams have become a way of life, and all of us do not reach their potential—often even fail. As the business landscape becomes more complex and competitive, the need for creativity, innovation, and speed has become a matter of survival. We can no longer rely on single-point performance to lead the way. We need teams with multiple skills and perspectives to solve the issues we face. And we don't just need teams—we need effective teams.

Team effectiveness is the key to success in meeting the ever-changing demands of today's world.

The Team Performance Process

Effective teams don't just happen. Understanding the mechanics and dynamics of teamwork has never been easy. However, a simple and practical model that incorporates proven practices and effective team practices has emerged from many years of research and experience. The Team Performance Process provides a consistently achievable solution for developing today's high-performance teams.

Several research-based models and strategies provide the building blocks of the five-step process. This systematic method for increasing team effectiveness can be adapted to any team regardless of its nature or purpose.

Team Performance Article

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Participant Workbook

