

# Developing Winning Teams

AN IMPELLUS LEADERSHIP AND MANAGEMENT COURSE

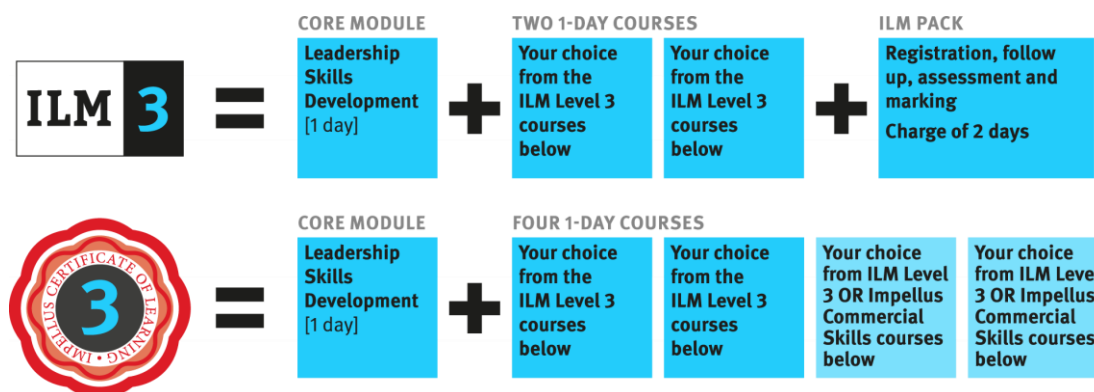
impellus

For the managers of teams who are looking to be able to inspire greater harmony, motivation and productivity from the people in it. Uniquely, the day can be bought either individually or as a table of up to six delegates.

The day investigates the factors that combine to turn groups of people into teams that can successfully work together to achieve specific tasks and goals. The course contains materials and is run in a way that allows delegates to examine their own team influences and strengths

For all dates and venues, see [here](#) or call **0800 619 1230**

This course can be taken individually or as an optional module that can lead to an ILM Level 3 Award in Leadership and Management. It can also be taken as an optional module for an Impellus Certificate of Learning at Level 3.



**Optional ILM courses:** Coaching Skills for Managers, Delegation and Time Efficiency, Effective Communication Skills, Managing and Appraising Performance, Managing Change and Innovation.

**Optional Commercial Skills courses:** Finance for non-financial Professionals, Key Account Management, Negotiation Skills & Techniques, Presentation Skills & Techniques.

<b>9:00 – 9:30</b>	Delegate registration, refreshments, networking opportunity	
<b>9:30 – 10:00</b>	Welcome, overview and introduction to the programme	
<b>10:00 – 11:15</b>	<ul style="list-style-type: none"> <li>The factors that create a high performing team</li> <li>The five dysfunctions of a team</li> </ul> <p><i>The opening session of the day begins with an exploration of the key attributes of a high performing team. Delegates will then look at the five dysfunctions of a team to examine the symptoms and causes of underperforming teams and what a leader can do to resolve them. The session ends with a look at the importance of communicating a strong vision, mission and set of values to provide a working and behavioural framework in which the team can perform.</i></p>	<ul style="list-style-type: none"> <li>Clarifying your organisation’s vision, mission and values to align performance and behaviour</li> </ul>
<b>11:15 – 11:30</b>	Break and networking opportunity	
<b>11:30 – 13:00</b>	<ul style="list-style-type: none"> <li>The stages of team development and how to adapt your approach</li> <li>Building a team through team-role identification</li> </ul> <p><i>During this session delegates will look at the stages of team development with a view to understanding how their style needs to adapt over time to get the best out of their teams. The session then moves on to an exploration of the roles that are essential in a well-rounded team before applying the team-roles concept to spot areas that need addressing.</i></p>	<ul style="list-style-type: none"> <li>Identifying gaps and playing to strengths and weaknesses</li> </ul>
<b>13:00 – 14:00</b>	Lunch	
<b>14:00 – 15:15</b>	<ul style="list-style-type: none"> <li>Teamwork challenge</li> </ul> <p><i>In this session delegates take part in a team activity which will demand many of the skills covered throughout the day if success is to be achieved. There is then the opportunity to explore lessons learned and how they apply to individual teams and organisations.</i></p>	<ul style="list-style-type: none"> <li>Teamwork challenge – de-brief and analysis</li> </ul>
<b>15:15 – 15:30</b>	Break and networking opportunity	
<b>15:30 – 16:30</b>	<ul style="list-style-type: none"> <li>Creating a winning team – maximising future potential</li> </ul> <p><i>The final session of the day gives delegates the opportunity to create a structured step-by-step plan to make their teams as productive and functional as they can be. The day concludes with everyone coming back together to write up their own personal development plan.</i></p>	<ul style="list-style-type: none"> <li>Bringing it all together and action planning</li> </ul>

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.