



High Performance Teams From Conflict to Cooperation

Half/Full Day Session

Overview: There is a kind of predictability to human teams. Teams move through certain foreseeable phases during their life cycle. *Norming* is what most teams shoot for. Once team members understand and can identify the natural progression for a team, they strive for *high performance*. The winning team is developed by design and nurtured through continuous effort.

The question then is...

How does an organization build such teams?

Contents:

- Tuckmans Model of team development
- Building the Ideal Team Member
- Team Roles
- Dialogue vs Debate
- Relationship Building

Outcomes:

- Identify that conflict is a natural part of a teams development
- Select a strategy/process for dealing with team problems
- Identify what moves groups forward & what limits their progress
- What roles are helpful and what roles are destructive
- To identify individualistic, social and task roles
- Set goals for a *performing team*
- Build relationships with team members

Key learning:

It is every member's responsibility to invest energy in moving through each level successfully, or growth and potential will be stunted.



Contact: Carey-Lyn Kurten

Cell: 0832480018
mila@eln.co.za

