

Unleashing Your Potential

Course Outline

Building High Performing Teams

2 DAYS

This course is accredited by the Services Seta and the material covers unit standard 252037 at level 5: with 6 credits.

Imsimbi Training is a fully accredited training provider with the Services Seta, number 2147, as well as a Level 1 Contributor BBBEE company and 51% black owned.



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Course Objectives

Welcome to the exciting world of Building High Performing Teams.

Imsimbi Training's Building High Performing Teams course is a powerful course that builds insight into different team members' personality profiles and how these impact on optimal team functioning. The Enneagram personality assessment is used as a basis for understanding one's own strengths and weaknesses at the same time as understanding the strengths and weaknesses of colleagues. Teaching colleagues to be more tolerant of differences. The course helps to develop optimal team functioning, so that diverse personalities, genders and ethnic groups compliment the effective working of a team.

This course is an invitation to go on a journey of self-awareness and develop effective and professional interpersonal skills. Furthermore, the course helps one understand and manage one's negative emotions and increase one's resilience. Negativity in a few individuals can easily derail the successful functioning of a team or department. Having a positive attitude is an important part of the course. People who have high levels of emotional intelligence and self-awareness and who can illicit the cooperation of their colleagues and lead and motivate people, are a great asset for any organisation.

The broad aim of this course is to create and maintain positive workplace relationships. The course is a fun based, interactive workshop helping to create an excellent team spirit within teams. The course is an interactive course where games, simulations, discussions, role plays are used to create an excellent well-functioning cooperative team environment. The course can be offered outdoors or indoors where groups and teams experientially learn about cooperative teamwork. The course is designed for busy teams who are currently under pressure and strain and need a day to re-establish good communication patterns and warm interpersonal relationships amongst team members

The course helps delegates develop a range of tools and techniques for building their emotional intelligence for effective team functioning.



Course Outcomes

Upon completing this course, the participants should be able to:

- Understand the different dimensions of being a human being and aligning myself with team and organisational goals.
- Demonstrate how the principle of trust of self and team impacts positively upon speed of delivery and reduced costs.
- Analyse my strengths and weaknesses according to my personality profile and the consequences for interpersonal relationships in life and work situations.
- Own my purpose and mission and recognising that these lie within me.
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- Understand and manage group dynamics through an experiential learning approach.
- Practice the skills acquired so that they can be applied in a real team situation.
- Experience learning as fun through building of creative and innovative potential
- Recognise the key elements that move a team from involvement to empowerment and how to give these elements to your team.
- Develop strategies for dealing with team conflict and common challenges



Course Outline

Intro: What is emotional Intelligence?

- Johari's Window
- The 5 core competencies of emotional intelligence

MODULE 1: Self-awareness

- Defense Mechanisms
- Enneagram Personality Test
- Enneagram descriptions
- Understanding other personalities

MODULE 2: Interpersonal Skills and Communication

- Developing polished interpersonal skills with staff and colleagues
- Listening Skills
- Conflict Management techniques
- Transactional Analysis
- Good interpersonal behaviours
- How to work well with people



MODULE 3: Team building

- Teams v Groups
- Team roles
- Stages of Team Development
- Team development model
- 5 Squares game
- Characteristics of high performing teams

MODULE 4: Building Trust in Teams

- Building Trust and Cooperation
- How credible are you?
- Trust walk
- Building trust between team members
- Learn how to give honest and candid feedback appropriately
- Learn to receive negative feedback constructively
- Appreciation and gratitude

