

The Team Building Program

No matter how good we and our team mates are at our work, inevitably times come when we don't work as well together as we could. Why? Because we are all different, with different backgrounds, different lives, different needs and goals.

We need to come together, to commit some time to understanding each other and to recommit to the purpose of our work. Then we can develop great team performance, pulling together instead of tearing each other apart. We can begin to take responsibility for our team's culture, standards and productivity levels.

This program is designed to provide the skills and to enable the will for strong team orientation to emerge.

The BEST Team Building Program can be conducted over one or two days. It will be customised specifically for your organisation and its needs, but will generally include

- Exploring the shared vision, the clarity and focus and the degree of commitment
- The qualities attitudes and skills of successful teams
- Analyzing team excellence in your organisation and exploring potential for improvement
- Understanding global and specific objectives in team goal getting
- Developing team action plans
- Behavioural styles – dealing with different people
- Positive conflict management and negotiation skills
- Difference and diversity – respecting, valuing and stimulating creativity
- Understanding values and boundaries in team behaviour
- Aligning personal goals with team objectives

The program is directed in part towards understanding self and others, with a focus on acceptance of individual differences and the valuing of diversity both in style and opinion. Practical strategies and tactics are provided for ensuring a clearer and stronger commitment to team goals and objectives, with ownership by each individual of their responsibility and accountability for team achievement.

Participants will have greater self-understanding, enhanced personal communication and relationship management skills and better team work.

To ensure maximum value and follow-through we strongly recommend that the program is also attended by managers and supervisors as essential drivers of team attitudes and behaviour. This enables effective coaching and performance management, as well as an awareness of unity and shared commitment.

Workshops can be conducted for up to 25 participants, who will be divided into clusters of 5 or 6. The minimum recommended group size is 8-10, as much learning takes place from participant participation.

Equipment used is kept to a minimum, to allow real-time discussion and involvement; flip charts and workbooks are used for group discussions. Additionally, when experiential activities are included, other items may be utilised. These will be discussed and agreed with you to ensure relevance and value. We can also arrange specifically customised 'keeper' items to act as ongoing reminders of the workshop.

The program can be conducted entirely indoors, or can be designed to include outdoor activities, which would not however include any athletic or physically challenging components. No additional equipment is needed.

Although intensive and hard-working, the entire program is lively, interactive and enjoyable, providing valuable discovery-learning processes in a friendly environment.