

Leading High Performance Teams

Engaging your Team for Top Results

Organizations continue to shed traditional hierarchies in favour of empowered work teams. This program equips leaders with the concepts and tools they need to build high performance teams that are engaged, purposeful, inspired and customer centric.

The interactive, hands-on format is specifically designed to provide a wide variety of real-world skills that can be applied immediately back at work.

Takeaways

- Lead your team to higher levels of performance and personal satisfaction
- Engage team talent for better results and a stronger organization
- Transform your measurement system to improve accountability, ownership and performance
- Create a culture that nurtures innovation and change
- Maximize the potential of team members, and ensure that the whole is far greater than the sum of its parts
- Develop a sense of team pride, commitment and loyalty
- Inspire healthy conflict that brings team members together
- Invest in yourself, to increase both your personal and leadership effectiveness

Audience

This workshop is for line/department managers, team leaders and others with responsibilities for creating a culture of continuous improvement. Those with fewer than five years of on-the-job experience will particularly benefit from attending.

Program Content

The Process

- How healthy teamwork shapes the future of the organization, how to build a healthy team
- Selecting the best team structure for your circumstances
- Leadership tools for delegating, motivating and empowering others to maximize potential
- Reducing inherent biases and making better group decisions
- Using the nominal group technique to increase team participation
- Running meetings that stop wasting time and serve their true purpose of accelerating productivity
- Assessing the team's effectiveness and setting appropriate goals to keep on track

The People

- Dealing with stress and ambiguity – for yourself, as well as for others
- Developing the next generation by identifying, building and engaging talent through effective coaching
- Encouraging improved performance through effective listening
- Building consensus and loyalty by understanding others, establishing rapport and reading situations with higher emotional intelligence
- Using active listening and targeted feedback to deepen relationships and promote a culture of improvement

The Problems

- Resolving conflict in a respectful and direct manner
- Effective persuasion techniques
- Dealing with naysayers
- Strategies for quickly turning morale around
- Managing change as smoothly as possible at both the individual and team level
- Increasing ownership and accountability by improving your measurement system

Special Features

In this highly practical program, you will engage in group exercises, role plays and simulations to apply the concepts you are learning. You'll also complete a comprehensive self-assessment of your personal behavioural strengths and weaknesses.

Program Leader

Perry Atwal is a faculty member at the UBC Sauder School of Business. He teaches courses on service management, employment relationships, organizational behaviour, strategy and marketing. He has led successful projects involving extremely diverse participants, and has forged effective relationships between business and government professionals at many levels. Previously he worked in Investment Banking in London, New York and Hong Kong.

To Register

Executive Education

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