



Teams

4 hours

English

Mid-to-Senior

Leadership

Team Member

Leadership Course

A leader's misdiagnosis of the root causes of non-collaboration by team members or team conflict may lead to more-strained working dynamics and poor performances within the team. Leaders must consider the capabilities, styles, and motivators of individuals, and the teams' overall ability to work together. Often, there are more systemic conditions that undermine a team's cohesiveness, collaboration, or ability to achieve goals. An emphasis is placed on leaders and how they can focus their energy to drive their teams to build the infrastructure that enables and encourages maximum performance.

This course will enable leaders to . . .

- Create teams that are strong and continuously perform.
- Confidently communicate team purpose and the role each team member plays.
- Build trust with team members.
- Proactively engage team members to build a more cohesive unit.

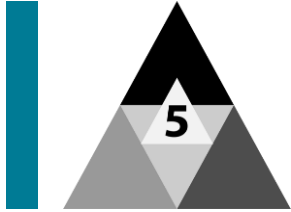
Team Member Course

Individuals making up a team must support, trust, and collaborate with each other. To simply be a high performing individual contributor is no longer enough. They must be invested in the team and the team's goals. Its critical for team members to share information and commit to an agreed process that will lead to team success. Otherwise, the team is setting themselves up for failure. Here, team members will learn how to enhance their team's effectiveness and maximize performance to be the most impactful. Team members learn the personal, interpersonal, and business advantages of working together as a collaborative unit and are introduced to a set of best practices for achieving optimal results for themselves, their team, and the organization as a whole.

This course will enable team members to . . .

- Meet their goals.
- Take ownership for their individual role in creating a team environment
- Reduce inefficiencies.
- Understand the responsibilities of being a team member.
- Operating methodically without utilizing trial and error or wasting resources.
- Build trust and confidence so fellow team members will support each other.

Talent Tip: If team success is critical to business success, consider **The 5 Behaviors** program on page 36.



Teams: The 5 Behaviors

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As the workplace evolves, so do team dynamics. Giving your team the skills they need to work together effectively, regardless of where they are working, is more important than ever.

[The Five Behaviors®](#) solutions can help you activate your team's ability to drive results through cohesive teamwork, whether it is with our Personal Development solution which helps individuals learn the skills they need to "team" effectively, or our Team Development solution which helps intact teams gain the know-how to work better together.

Both solutions use the framework of best-selling author Patrick Lencioni's model for teamwork which focuses on Trust, Conflict, Commitment, Accountability, and Results. This framework is combined with personalized insights to create powerful, customized, and authentic team development solutions that empowers both teams and individuals to make lasting change.

Each participant will take 1 of 2 assessments and receive customized results, which will serve as materials and the basis for the training.

[The Five Behaviors® of Personal Development](#) course will enable participants to . . .

- Understand the foundational principles for building a cohesive team based on The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results.
- Overcome barriers caused by natural tendencies that make effective teamwork so elusive by creating greater self-awareness of the impact of their behaviors and then having the discipline to overcome these barriers.
- Identify the critical behaviors and interpersonal skills needed to be effective team players on any team.
- Understand how individual styles contribute to a team's overall success.

[The Five Behaviors® of Team Development](#) course will enable team members to . . .

- Utilize the critical behaviors and interpersonal skills needed to work effectively with each other.
- Interpret their team's overall scores on the key behaviors in The Five Behaviors model: Trust, Conflict, Commitment, Accountability, and Results.
- Gain insight into their individual personality style and the styles of their team members—based on the Everything DiSC® model—and how these contribute to the team's overall success.

Talent Tip. Contact us to . . .

- Become certified to deliver this course for your company!
- Deploy assessments yourself. [Purchase any DiSC assessment](#) at TheTalentAuthority.com