
high-performing Teams

PROGRAM OVERVIEW:

High-performing work teams are essential to organisational effectiveness. Creating and sustaining a high-performing team requires combined effort, an understanding of each other, structured ways of working and exceptional leadership.

This workshop looks at high-performing team characteristics and examines the role of psychological safety within teams. Utilising the DISC Profile model, we explore how to build a high-performing, effective team where the unique talents and attributes of all members are harnessed, leveraged and aligned to achieve organisational outcomes.

KEY LEARNING OUTCOMES:

Participants will:

- Identify the critical attributes of high-performing teams.
- Identify their DISC Profile and understand individual styles and preferences.
- Recognise the differing DISC styles in a team, identify shared strengths, and determine potential areas for development.
- Recognise certain Do's and Don'ts when communicating with other team members.
- Minimise tension through an understanding of different communication and behavioural styles.
- Understand what psychological safety is and the benefits within a team.
- Explore how to overcome barriers to creating a psychological safety culture.
- Identify the core components of building a psychologically safe culture with your team. • Be aware of your locus of control and how it affects your team.
- Explore the concept of above/below-the-line behaviours to shift mindsets. • Evaluate team effectiveness and determine a path for moving a team forward.
- Implement a range of strategies to enhance team performance

DURATION:

- This is a full-day course.

PROGRAM PREREQUISITES:

There are no prerequisites for this course.



high-performing Teams

DETAILED PROGRAM OUTLINE:

What does a High Performing Team look like?

- Group activity to look at characteristics of dream teams and dysfunctional teams.

Mutual Understanding – DISC Profile

- Utilising the DISC Profile Assessment Model to understand individual Behavioural Styles and Communication Preferences
- Understanding others within their teams DISC styles and preferences
- Strengths and development areas of their style
- Analysing the DISC profiles of their collective team - strengths and areas for growth
- How to communicate and collaborate more effectively with others within their team
- The importance of behavioural and communication flexibility

Psychological Safety

- An Introduction to Psychological Safety within teams and why it's so important in fostering high-performance teams
- Psychological Safety Audit of their team
- Strategies to foster greater psychological safety within a team

Understanding your Locus of Control within a Team

- Examining what you choose to attribute successes and failures to, your choice of orientation or "locus of control" will influence the team's long-term success
- Above-the-line/below-the-line behaviours

Sharing a Connected and Meaningful Purpose

- Explore - What's your Team Purpose?
- Exploration of the vision and values of your team
- Evaluating your team's effectiveness

Self-reflection and Action Plan

- Learning Transfer - implement and embed the learnings

