

## Creating and Leading “Hot” Teams

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**Purpose:** To develop your capacity to create, lead, and sustain high performance teams.

### Day One:

Morning

#### **Introduction**

- Introduction to learning through experience – participate in and discuss the experience of creating a high performing team

#### **Systems and Structures of High Performance Teams**

- Team norms
- Qualities of “Hot” Teams
- High Performance Team Inventory

Afternoon

#### **Teams in Action – Experiential Challenges**

- Experiential challenges and debrief
- Feedback and observations for team members



## **Day Two:**

Morning

### **Stages of Team Development**

- Examine stages of team development

### **Conflict in Teams**

- Explore personal response to conflict
- Strategies for dealing with conflict in teams

Afternoon

### **What Makes Teams Work- Experiential Challenges to Highlight**

- When to use teams and when not
- What motivates individuals in a team
- What gets in the way of creating “hot” teams
- Feedback and observations for team members



### **Action Planning**

- Next steps – application to specific challenges in the workplace