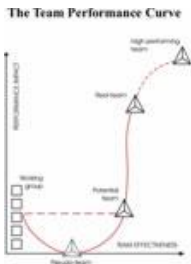










Sample Team Development Day Winter 2009-10

Time	Task/Activity	Comments
08.30	Arrive at Team Dynamics	Optional Bacon Sandwiches on arrival
09.00	<p>Introduction to the programme The top three objectives for the day To understand the potential of a high performance team To understand the power of team driven problem solving and continuous performance improvement To understand the impact of personal behaviour on the team's dynamic</p>	
	<p>The Team Performance Curve</p> 	<p>Working within a high performance team environment. What is a high performance team? What do we have to do to become a real high performance team? Setting the context using models such as Adair's 3 circles, Katzenbach and Smith and Kolb's learning cycle to look at the current needs of business.</p>
09.40		<p>Jigsaw An indoor task designed to demonstrate the importance of effective quality oriented customer-driven service.</p>
10.00		<p>The Five Step Plan A process for achieving continuous performance improvement through effective team-driven problem solving. This forms the basis of the reviews of performance on all subsequent tasks.</p>
10.40	Tea	
11.00		<p>Sea Survival An indoor exercise to look at the importance of synergy and alignment within a team and how a team can achieve more than a group of individuals with the appropriate leadership style.</p>
11.50		<p>End to End This exercise looks at how communication and sharing best practice are essential to enable you to deliver the customers (internal or external) needs. The team will be split into two to demonstrate the communication difficulties that can be experienced when this occurs. Equal time is allocated between task completion and performance evaluation.</p>

12.35		<p>Life Line</p> <p>This exercise looks at the knock on affect of how even just one member of the team, how ever well intentioned, when moving away from the team's objective can change the outcome. Every action has a consequence. Equal time is allocated between task completion and performance evaluation.</p>
13.15	Lunch	
14.00		<p>Pass the Parcel</p> <p>This task is designed to maximise all contributions within a group. This task will not succeed unless every member of the team is absolutely clear about the outcome and knows what their role is within it. It looks at the importance of effective communication and the impact of constraints such as company policy or Health and Safety need to be taken into consideration during implementation.</p>
14.45		<p>PRISM is about the way people see each other's behaviour. Behaviour is what we actually do in front of other people, and it's the way we act in front of other people that determines whether or not they are going to like us, trust us and buy into who we are or what we have to sell.</p>
16.00		<p>Constructive Dismissal</p> <p>This indoor task will look at how as individuals we make assumptions about other peoples motives through their behaviours. This task will highlight that we often over look the true motive in order satisfy our own thoughts, often incorrectly! A useful task for examining trust issues and building team spirit.</p>
16.55	Revisit the days learning	Making commitment to adopt learning points back at work.
17.30	Depart Team Dynamics	

Note: All timings and exercises are samples only and will be tailored to your specific requirements. They can be all indoors if required.

Programme Costs if held at Team Dynamics in Tunbridge Wells:

Training to inc venue costs	1-14 delegates	£216 per delegate
(Normally £270)	15-28 delegates	£195 per delegate

PRISM Personal Profiles £30 per delegate

Please deduct £40 per person if training is not held at Team Dynamics training centre.

All prices are subject to VAT

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