

Ignite the Spark: Building Purpose-Driven Teams



Focus on: **The Manager** ☒ **The Specialist** ☒ **Spotlight Programme** ☐ **Hands-on Skills** ☐

Course Overview

What do the great teams do that the others fail to do? How do team leaders build their teams to be collaborative, self-reliant, motivated and productive? **Flying geese** intuitively know the answer. As each bird flaps its wings, it creates uplift for the following birds. By flying in V-formation the whole flock adds over 70 percent to the flying range than if each bird flew alone.

This highly-interactive training course will help demonstrate how teams can be led to achieve much more than either the team leader or the team members dreamt possible – the **additional human uplift**. The course will help team leaders learn skills and techniques that enable them to **feel more in control** of their team while at the same time applying techniques that help team members **release their talents, energy and potential**.

The course will examine the latest ways to motivate and manage teams for **improved productivity and morale** and help turn average team leaders into one's that others in the organisation will aspire to join. There will be a focus on **experiential team development sessions** - with accompanying feedback - allowing participants to examine the impact of their behaviour on cross-team performance.

Course Objectives		This Course is Ideal For:	
1	Identify individual work style differences and how to use them to develop the capability of your team	✓	Team supervisors
2	Perform a comprehensive Team Purpose Analysis and set objectives for the team's foundation	✓	Team managers
3	Apply modern principles of team leadership	✓	Leaders
4	Apply modern influencing and motivation techniques to get the best from team members		
5	Use communication techniques that help minimise "noise in the team system"		
6	Influence team members to embrace change and use it as a powerful, positive force		

Course Content

Day	Theme	Coverage
1	Starting From Within – You, the Team Leader	<ul style="list-style-type: none"> Outline the skills of an effective people manager and build a plan to reinforce your strengths and contain your weaknesses

Ignite the Spark: Building Purpose-Driven Teams



Focus on: **The Manager** ☒ **The Specialist** ☒ **Spotlight Programme** ☐ **Hands-on Skills** ☐

		<ul style="list-style-type: none"> • Examine and challenge the impact of your belief system and your limiting beliefs around peoples' performance • Know what your "personal brand" says about you; increase your impact as a leader by shaping it and using it to influence your team • "Sell" a results culture to the team – Role modelling and building an achievement culture by small, quick wins • Understand your personal time robbers and develop methods to prevent them happening • Practice activities to re-energise yourself and your team • Become a self-management role model for your team Use the concept of "Shadow of the Leader" to lead and inspire your people • Develop your resilient core – Purpose, Perseverance, Self-reliance, Equanimity, Authenticity.
2	Building Outstanding Team Productivity, Progress and Learning	<ul style="list-style-type: none"> • Learn how to set standards • Avoid methods objectives types that don't improve performance • Deploy the PERCONSTAN (Performance, Conditions, Standards) method of objective setting • Build a culture of continuous improvement and team learning • Learn how a high performing team differs from a work group • Understand and optimise team member styles.
3	Developing Employee Engagement and Motivation	<ul style="list-style-type: none"> • Examine why individual and team performance varies • Understand what engagement research means for your management style • Deploy the lessons of motivational theory in managing your people • Apply a smart approach to getting the best out of your people – matching interventions to individuals' preferred work style • Deploy influence and persuasion techniques and principles to get things done without the need for power plays or conflict. • Hold meaningful performance conversations - adopt a structure for conducting regular one-to-one performance chats.
4	Conducting Productive Employee Conversations	<ul style="list-style-type: none"> • Apply a simple model for coaching "on the run" • Discover how servant leadership works • Deploy the situational approach to people management. • Deal with the extremes of performance – turn around under-performers <ul style="list-style-type: none"> ○ Hold a successful structured conversation to improve poor performance.

Ignite the Spark: Building Purpose-Driven Teams



Focus on: **The Manager** ☒ **The Specialist** ☒ **Spotlight Programme** ☐ **Hands-on Skills** ☐

		<ul style="list-style-type: none">○ Develop your assertiveness to make early challenges and take action on poor performance○ Apply a model of feedback and praise to re-align employee contributions
5	Building your People into a High Performing Team	<ul style="list-style-type: none">● Understand team processes - learn high performing teams lessons● Understand team processes - task & maintenance roles● Your role in helping teams through the development stages● Deal with dysfunctional team behaviour.
Course Assessment		Certification
Participants will be assessed on:		Upon successful completion of the course, participants will receive a Certificate of Successful Completion , along with a Transcript of Marks showing the performance by grade in each element of assessment and overall.
Participation in sessions		
Completion of exercises & case studies		
Performance in assessments		
Course Instructor		
With an M.A. Honours degree and teaching and training qualifications from the UK, and over 30 years of experience in managing teams and transformational change, this speaker is now an internationally respected trainer and consultant.		