

Building High Performance Organizations

Length: 1 Day

Summary: This course will help managers and team leaders develop the knowledge and skills to create and maintain a high performance organization. The class will utilize self-perception to raise self-awareness of participant's preferred team role within an organization as well as the other team roles behavioral characteristics that need to be present to achieve a high performing organization. Participants will also learn techniques that will engage and inspire their organizations to achieve a higher level of team performance and synergy.

Course Objectives: By the end of this course, the participants will have:

- Identified strategies to manage the different behavioral roles people take within an organization and ways to improve the dynamics.
- Established personal strategies and actions that will build and maintain a high performing organization.
- Communicate their own vision in an engaging way to encourage employees.

COURSE CONTENT

CHARACTERISTICS OF HIGH PERFORMANCE ORGANIZATIONS

- Defining an organization
- Stages of group development

ACHIEVING HIGH PERFORMING TEAM DYNAMICS

- Characteristics and functions of each team role
- Review of own preferred team roles
- Motivating employees
- Giving feedback
- Team role dynamics within own team

CREATING A HIGH PERFORMANCE MANAGEMENT CULTURE

- Steps to leading high performing organizations

CREATING A COMPELLING VISION

- Steps to create a vision
- Tips on conveying your vision

ADAPTING YOUR LEADERSHIP STYLE

- Review of leadership styles and when to use in an organization
- Adapting to each person and situation