



Building Healthy Teams

Organizations are discovering they can accomplish their goals and reach new heights of performance by harnessing the collective energy of teams. Many factors must be in play for a team to become and remain strong and highly productive as it faces all the challenges of today's ever-changing business climate. The challenge remains that when individuals from different backgrounds, education levels, skill levels, and areas of expertise come together, conflict often arises and creates barriers to teamwork and progress.

Whether starting up a new project or reconfiguring how work is best completed, a team's success depends on how well they work together toward common goals.

The Building Healthy Teams Facilitation achieves tangible results by creating the kind of learning environment that allows real behavioural change to occur by defining, analyzing, and resolving issues. This session establishes accountability within team members and is designed to create an executable action plan for intact groups that need to tackle business challenges more innovatively, or simply discover better ways of working together.

Program Objectives

By the end of this program participants will be able to:

- Define how their group will work to build a healthy team
- Identify the issues that get in the way of functioning as a healthy team
- Identify what the team is willing to do to become a healthier team
- Identify actions for how team members will keep themselves accountable for the commitments made in this session



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Program Outline

Our Ideal Healthy Team

- How perspective can help teams move forward
- Creating guidelines that will help the group work well
- Describing the ideal healthy workplace
- The two fundamental characteristics of a healthy team

Evaluating Your Team

- Taking a closer look at the team and understanding the dynamics and goals
- Measuring the team against the ideal vision
- Identifying barriers to functioning as a healthy team
- Probing to target the behaviours that have the greatest impact
- Analyzing the key factors that contribute to the team barriers

Moving Toward Your Ideal Vision

- Developing ideas for improving the workplace environment
- Using the Payoff Matrix to assess the relative value of the team's ideas
- Using a four step model to create a team action plan
- Creating an action plan for individual accountability

Course Length: 1 Day

Class Size: Intact teams of up to 12 team members

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Knowledge • Continuity • Focus

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