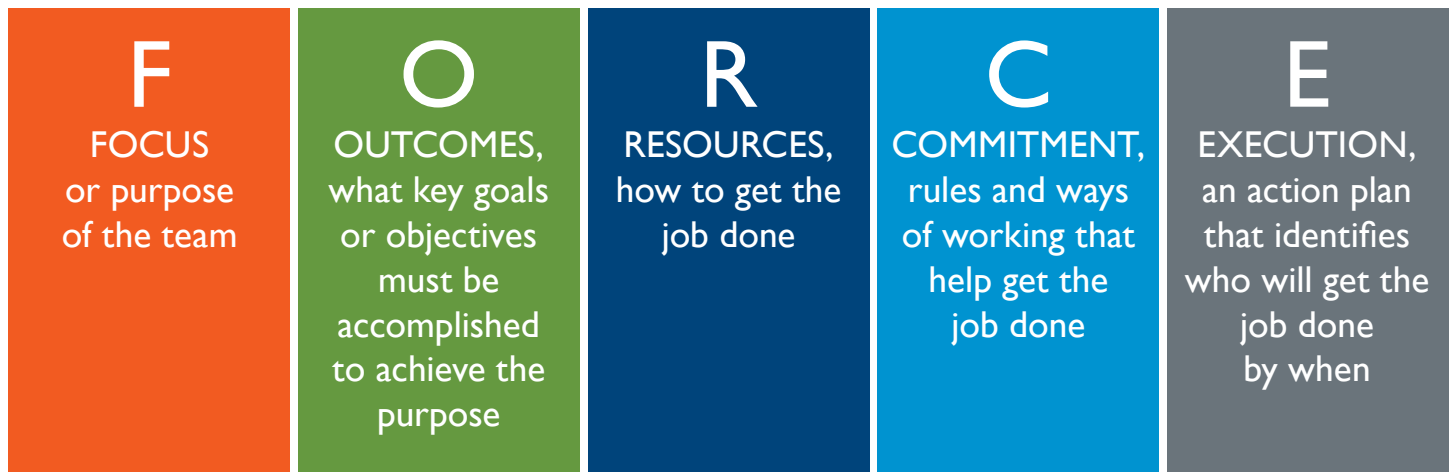


## High Performing Teams

Like the teams themselves, team interventions should have clarity of purpose. The focus should be on the team and team processes. BlessingWhite employs the F.O.R.C.E. model to help clarify the:



This **one day** program approaches team effectiveness through the lens of trust and authentic 'dialogue.' The quality of communication within the team is synonymous with the ability to give and receive feedback and the ability to solve problems together.

### PROGRAM OBJECTIVES

- Identify Effective vs. Ineffective Teams
- Understand Engagement and Why it Matters for Teams
- Utilize FORCE to create Effective Teams
- Develop Coaching Skills for Team Leaders
- Develop High Performance Teaming Environment and Teams

### WHO SHOULD ATTEND THIS PROGRAM?

- Teams of all types and levels
- Newly formed teams
- Teams that have stalled, becoming dysfunctional or are struggling to improve performance
- Teams seeking to integrate new team members or where the composition has changed markedly
- Work groups who are struggling to function as a team
- Teams that simply wish to learn new 'portable' team-working skills that will benefit team members as they work in other teams.

## HIGH PERFORMING TEAMS — ONE DAY PROGRAM AGENDA

ACTIVITY	
Objectives/Introductions: Characteristics of Effective and Ineffective Teams	
Team Development Stages (Forming, Storming, Norming, Performing) GROUP EXERCISE: What does the team lead from its leader during each stage	
Overview FORCE model: Focus, Outcomes, Resources, Commitment, Execution Complete FORCE Assessment; tabulate results; discuss with partner GROUP EXERCISE: how could you increase team effectiveness in each category?	
Creating the Environment that helps YOUR TEAM succeed X Model	
Why Trust Matters GROUP ACTIVITY: How to build/erode trust; build your trust in others	Discuss effect of trust of team relationships: <ul style="list-style-type: none"> <li>• Introduce Trust Continuum</li> <li>• Impact of Trust slide</li> </ul>
How to Establish Trust	Introduce two parts of Establishing Trust: <ul style="list-style-type: none"> <li>• Providing actionable feedback</li> <li>• Sharing Information <ul style="list-style-type: none"> <li>– Review MOST Model; small groups apply to workbook examples</li> <li>– Sharing Information: individually list items you would share</li> </ul> </li> </ul>
Building Confidence	Introduce aspects of Building Confidence: <ul style="list-style-type: none"> <li>• Acknowledge Efforts <ul style="list-style-type: none"> <li>– Discuss how team members want to be acknowledged</li> <li>– Apply acknowledgment with MOST feedback; small group share</li> </ul> </li> </ul>
Building Confidence	Encouraging risk taking; large group discussion
Unleashing Potential	Introduce aspects of Unleashing Potential: <ul style="list-style-type: none"> <li>• Asking Mind Opening Questions</li> <li>• Listening Actively</li> </ul>
	Unleashing Potential through Mind-Opening Questions: <ul style="list-style-type: none"> <li>• Give examples of Mind-Opening Questions and what they accomplish</li> <li>• Questioning exercise</li> <li>• Debrief</li> </ul>
	Unleashing Potential through Active Listening: <ul style="list-style-type: none"> <li>• Discussion on challenges of listening</li> <li>• Share Blocks to Active Listening</li> </ul>
Team Simulation	
Debrief Team Simulation	
Evaluation	
Close Session	