



“THE STAGES OF TEAM DEVELOPMENT” (2+ HOURS)

Audience: As far as possible, whole team. Team Leaders are essential.

Venue: Highly desirable but not essential to be in suitable venue away from the workplace.

This program aims to inspire teams to operate at the highest performance levels.

It identifies that there are definite stages or phases that all teams generally go through. It explains the characteristics of each stage and how to progress from one stage to the next.

The program includes an activity where the team (by consensus) determines at what stage it is currently at, the highest it has been, and where it aspires to be. A team goal is then set to advance the team towards peak performance within an achievable timeframe.

Team discussion then follows on what has been holding the team back from reaching that target up until now and what changes or improvements are needed for the team to reach the target. Team agreements are made and actions are set to make the changes or improvements desired by the team.

After it has been run for the whole team, it can be run periodically for the new members of the team so that they are operating off the same information as the existing team members and can more effectively integrate with the team and perform to a higher standard.

It can also be repeated with the whole team from time to time in order to achieve a performance boost or to get the team through a difficult period.