



SEMINAR – CREATING AND SUSTAINING HIGH-PERFORMING TEAMS

WHY ATTEND?

A company's biggest competitive advantage is not its technology, its assets, or its bank account. The true competitive advantage is in the individuals that work for the company and how well the individuals work together to reach success. However, many managers and leaders are unaware of the key requirements that help teams be consistently successful.

Did you know?

Google's **Project Aristotle** found that teams that fail usually continue to fail when the right group norms are not in place.

Do you know what group norms lead your teams consistently to successful results?

PROGRAM OVERVIEW

Building a great team requires knowing how to align the individual team members' strengths into focused synergy resulting in greater collaboration, productivity, and innovation. Participants will be able to apply and practice concepts of team leadership, team management, and sustainable team engagement and motivation.

INTENDED AUDIENCE

Top executive management from private and public sectors including:

- Chairmen and Board Members
- Senior HR Professionals
- Human Resource Executives and Directors
- HR dept. Heads and General Managers
- HR Managers and Supervisors
- HR Practitioners
- Business Unit Heads
- HR Business Partners
- Decision Makers and Business Owners
- Consultants

This is NOT just another Boring Seminar!

Our Promise is that you'll attend a program that is:

Valuable, Interesting, Engaging, and Practical.



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TOPICS

The course will cover conceptual and practical strategies intended to help team leaders create and manage highly effective and productive teams.

The course covers:

- ✓ Characteristics of effective teams
- ✓ Facilitating team decisions
- ✓ Managing high performing teams
- ✓ Maintaining high performance momentum

Seminar Available in English and Spanish

AGENDA

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DAY ONE

- **Motivation Factors**
 - Individual Motivators
 - Motivating Leadership Styles
- **Highly Effective Teams**
 - Characteristics of High Performing Teams
 - Achieving Team Alignment
- **Making Team Decisions**
 - Decision-making Techniques and Strategies
 - Creative Problem-solving

DAY TWO

- **Team Interactions**
 - Team Dynamics
 - Facilitating Team Meetings
- **Sustainable Performance**
 - Creating and Maintaining Momentum
 - Monitoring Performance
- **Managing Obstacles**
 - Overcoming Performance Obstacles
 - Assertive Communication

LEARNING OBJECTIVES

The course will cover the conceptual framework of models and techniques for decision-making, goal-setting, team management, group facilitation, negotiation skills, and conflict management. In this seminar you will:

1. **Identify the attributes of effective teams.**
2. **Assess individual and team motivation factors.**
3. **Demonstrate the use of effective team decision-making techniques.**
4. **Conduct group facilitation in decision-making.**
5. **Identify techniques for sustainable team performance.**

FACULTY PROFILE

Jorge Acuña, M.Ed., M.B. A. is a training and e-learning strategist with over 15 years of experience in the Human Performance Development field and the author of the book Viral Leadership. He is an instructor at Cornell University's eCornell where he facilitates courses to a worldwide audience. He holds a Bachelors in Psychology, a Master's in Adult Education, and a Master's in Business Administration. His personalized approach to facilitation is matched by his analytical thinking ability and his desire to bring the highest possible value to every minute you spend with him. Every year he provides customized training and consultation services to thousands of individuals across the USA and the world in person or via the Web. His clients range from small entrepreneurial businesses to multi-billion dollar global enterprises.

ENROLLMENT AND PRICING

For the most current pricing and enrollment information for this seminar, please contact us today by phone or online using our contact form.

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SAMPLE CLIENTS

Some of our clients include:

- GE Healthcare
- Tesoro Corporation
- Xerox
- eCornell

