

# Leadership & Team Performance Workshop Overview

This workshop is suitable for all levels from the most junior colleagues to senior executives. From our experience of working in and leading a wide range of teams, including where we would need to have each others' backs in 'life at risk' situations, we share our knowledge and observations on what makes the difference between average, good and great performing teams. By the end of the workshop, your organisation will benefit from teams with skills to achieve the following:

- Increased productivity
- Strengthened relationships and trust
- Increased flexibility and adaptability
- Reduced conflict and stress
- Organisational learning and knowledge sharing:
- Increased employee engagement and satisfaction
- Improved decision making and problem solving
- Improved customer satisfaction:

The teamwork and leadership workshop encompasses the theories from world renowned experts in the fields, annotated with our experiences to add realism and practicality. The activities are not a passive ride, and require the delegates to engage in deep self reflection and open themselves up to the cohort. This is conducted supportively and has resulted in truly immense shifts in personal perceptions, tighter, more effective working relationships, reduced interpersonal stress and greater productivity.

### **Teamwork**

Well respected theories including those from Simon Sinek and Patrick Lencioni are critiqued with the most effective blend for your organisation being identified.

Delegates work through the components required for the most high performing teams and learn the interdependencies, before group activities help them lay the foundations for improving the performance within their teams.

### **Individual Motivation**

Leading motivational performance works including that by Dan Pink are introduced and discussed. Delegates learn the key factors involved in achieving high levels of motivation and releasing discretionary effort within their teams.

### **Intent Based Leadership**

Delegates are introduced to the concept of intent based leadership, developed by David Marquet, creating leaders at every level. This model challenges more traditional and autocratic leadership styles, giving team members more control and autonomy over their role and decision making in their area of expertise. By adopting this leadership style, while retaining the necessary checks and balances, teams are able to identify and solve problems as they arise, without the costly behaviour of referring all decisions to senior levels who would often have to then seek the advice from the expert raising the concern.

### **Aftercare**

Delegates are provided with a soft copy summary of the workshop by email for them to refer to. Also included in the workshop is email aftercare for delegates. All who attend are invited to email us following the workshop should they have any questions or queries.