

# Building a Team and a Leader by Applying High Performance Team Principles

## Course Outline (Two Day Workshop)

Objectives and Benefits of the Team Building and Leadership Training Workshop

- To better understand the **dynamics** of **team formation and team bonding**
- **Role of leadership** in the formation of high performance teams
- Significance of **communication** in successful **change efforts**
- Positive impact of **participatory decision making**
- Critical connections between **systems, quality** and **customer satisfaction**
- Reflect on their **problem solving, behavioral** or **cognitive models**

### Day 1: (Ice Breaking and Basic Concepts)

SESSION	ACTIVITY
<b>Ice Breaking</b>	<b>Games</b>
	<ol style="list-style-type: none"> <li>1. Table Topics</li> <li>2. Guess Me if You Can</li> </ol>
<b>Session 1</b>	<b>Leader as the Role Model for Positive Transformation</b>
	<ol style="list-style-type: none"> <li>1. Difference of a Leader versus a Manager</li> <li>2. Great Leaders: Leading People &amp; Change</li> <li>3. 3 Levels of Leadership</li> <li>4. Self Assessment and a Personality Check</li> <li>5. Steps in Building High Performance Teams</li> </ol>
<b>Session 2</b>	<b>Role of the Leader as Result Manager and Team Developer</b>
	<ol style="list-style-type: none"> <li>1. Develop a Team by the Team Developer</li> <li>2. Transformational Leadership Framework</li> <li>3. Leading at Work: Instructing, Coaching, Counseling, Mentoring</li> </ol>
<b>Session 3</b>	<b>Framework of Human Change: the Holistic Approach</b>
	<ol style="list-style-type: none"> <li>1. Intentions versus Actions</li> <li>2. Principles of Change</li> <li>3. Why many Leaders Fail?</li> </ol>
<b>Session 4</b>	<b>Performance Tracking Analysis: Active Participation and Team Bonding</b>
	<ol style="list-style-type: none"> <li>1. Playing Cards to learn concepts</li> <li>2. Egg Problem: Getting into a Mess</li> <li>3. Building a Chair: Creativity, Ideas and Analysis from Team Members</li> </ol>
<b>Session 5</b>	<b>Practice on Coaching, Counseling and Mentoring of Team Members</b>
	<ol style="list-style-type: none"> <li>1. Five Steps of Relationship Building</li> </ol>

	2. Communications Management and Conflict 3. Practice: 3 Levels of Leadership 4. Barriers to Change
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## **Building a Team and a Leader by Applying HPT Principles**

### Course Outline (Two Day Workshop)

#### Day 2: Mission Impossible: Simulation Exercise on Leadership, Team Building and Motivation

**Stolen Diamond Overview:** Mission Impossible exercise on a stolen diamond is a simulation game focusing on issues of leadership, team effectiveness, customer satisfaction, change and quality. It's a team effort to resolve a problem filled with dangers, excitement, thrills and spills. A team of missionaries are about to set foot on a difficult terrain in Africa. The rare gem which fetches billions of dollars was stolen while on transit to Africa by pirates. The missionaries' task to retrieve this stolen diamond is hampered by the weather, thick jungles and land mines planted everywhere near the fortress as well as armed pirates guarding the fortress. Specific roles are assigned to each participant in the team.

Simulation consists of 3 runs. The following flow chart summarizes the flow of events

SESSION	ACTIVITIES
<b>Orientation</b>	<b>Introduction</b>
	Participants' workbook- Work on the Project with Objectives and Aims for Achieving an Outcome
	Participant-facilitator role
	Questions & Answers for clarification
<b>Run 1</b>	<b>Functionally Operating Systems: Source of Performance Indicators</b>
	Pre-designed operating system for conducting the mission
	With help from facilitator teams to de-brief the experience from Run 1
<b>Run 2</b>	<b>Participatory Designed System: A Map for Change</b>
	As a team the group re-designs the system to plan and plot the mission of retrieving the stolen diamond
	The new system is run
	With help from facilitator teams de-brief the experience from Run 2

<b>Run 3</b>	<b>A Continuously Improving System: Success Through Empowerment and Team Building</b>
	As a team the group re-designs the operating systems to fine tune their rescue mission
	The latest system plan is run
	With help from facilitator teams de-brief the experience from Run 3