Create and Sustain Your High-Spirited Team

Instructor(s): Brad Malone, PMP
Pre-work: None

Length: 2 days
CEUs: 1.4 / See below for PDU breakdown

Level: Intermediate
Primary Topic: Leading Project Teams
Subtopics: Motivation, Communications

Course Description:

This intensive seminar gives participants the opportunity to practice and experience essential team development skills to create and sustain a spirited team. Teams are potentially the most powerful human resource a company can call to action. When a group of individuals is given the opportunity to effectively merge its ideas, energies and ambitions toward a common vision or project, anything—from the difficult, to the improbable, to the seemingly impossible—can be achieved. Reaching this potential in today's project environment, however, is no small task. As employees are faced with budget cuts, tighter schedules, resource constraints, heavier workloads, greater cultural diversity, and rapidly changing technologies, they find it increasingly difficult to meet their responsibilities, let alone become animated and inspired to deliver extraordinary service.

Through introspection, facilitated activities, role plays, interventions, conflict resolution, problem solving and decision making, each participant will navigate through the overlapping phases of a project team's development life cycle. Drawing on a number of proven team development models, this seminar allows participants to lead others in applicable and meaningful exercises and to experience the outcomes of others leading different exercises—all geared towards enhancing the morale, effectiveness, energy, and fulfillment of a team throughout the project's life cycle. The goal of most of the team development models is service, wherein the team becomes able to fully honor, value and contribute to both its customers and its team members. Participants are highly recommended to participate in the course with others from their organization.

Learning Objectives:

Upon completion of this course, participants will be able to:
- Understand, recognize and create the characteristics of spirited teams
- Select and apply from a proven set of team exercises based on the phase of team development
- Distinguish the harmonics of a team—its consonances and dissonances—and be able to address them appropriately
- Understand the importance of personal introspection, ethics, values formulation and decision making
- Understand and determine how and when to use modern motivational theory and techniques

AGENDA: Day 1

- Goals / Framework / Ground rules / Reflection
- High Performance Team Elements
  - Exercise – Characteristics / Stories of "High-Spirited "Team"
- Organization Structures / Roles – Impacts of Matrix structure
  - Exercise – Four Essential Conversations – Personal Mandala
- Team Development Models
  - Tuckman / Katzenbach / Storgaard / Heermann
  - Discussion – Team Development Models
- Team Spirit Harmonics – with Handout

  - Exercise – Team Spirit Assessment (Intact – at work team)
- Team Composition – Acknowledging differences
  - Exercise – Whole Brain Type Indicator with discussion
- Values and Ethics – Introspective Reflection
- Visioning – Purpose
  - Organizational Alignment / Strategy / Opportunity / Benefit / Project Charter
- Organization Change Management
- Homework – Symbolizing Service
- Homework – Celebration Exercise – Instructions
- Day 1 Reflections

AGENDA: Day 2

- Discussion – Day 1 Insights
- Discussion – Service Symbol
- Claiming – Project Management
  - WBS / Activity Listing / Sequencing / Risk Register / RAM or RACI chart
- Effective Team Meetings
  - Types of Meetings / Problem Solving / Decision Making
- Leadership Principles
  - Character / Alignment / Ethical Dilemmas
- Performance Measurement
  - Competence / Motivation
- Letting Go Conversation (Racket) – Impacts to Team (if unresolved)
- Constructive Feedback
  - Exercise (Triads) – real-life scenarios
- Celebration Exercises
- Day 2 Reflections – Action Planning
- Exercise – Acknowledgements – Closing

Professional Development Units (PDUS) are one-hour blocks of time spent learning, teaching others, or volunteering. By attending this SeminarsWorld course, you will be able to achieve the following PDUs as learning hours to apply for PMI certification or to maintain your certification status with PMI. View how your PDUs align with the PMI Talent Triangle®.

	Technical	Leadership	Strategic	Total
CAPM / PMP / PgMP	3	10	1	14.00
PMI-ACP	3	10	1	14.00
PMI-SP	3	10	1	14.00
PMI-RMP	3	10	1	14.00
PfMP	3	10	1	14.00
PMI-PBA	3	10	1	14.00