

Teams in Transition

Managing Change Programme

One-day course

When teams are new, or in times of transition, it is hard to maintain high-performance, efficiency and enjoyable team-working. Yet change itself holds the possibility of maximising potential and finding the support needed for success.

This course focuses on the three elements of the working environment that – when kept in balance – enable us to reach successful outcomes: the task, the team and the individual. By exploring how these three aspects work together, times of transition can quickly stabilise, firm foundations are laid for the future, and the team's potential is realised.

The day combines key learning about optimum team-work with enjoyable interaction. It is specifically designed for times of stress, change, or transition.

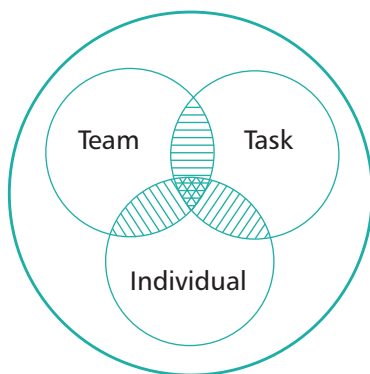
Morning

- I Exploring core values
- II Team, task and individual – keeping the balance
- III Motivating forces for excellent team working

Afternoon

- IV Communication within teams; maximising willingness
- V Creative ways to efficiency without stress

The task requires the team.
The team requires individuals.
Individuals require both team and task.



Course Aims

- to support teams in times of change and transition;
- to promote efficient, high-performance team-working;
- to increase good communication within stressful situations;
- to provide an enjoyable and meaningful environment for team-members to engage in new and creative ways.

'An enjoyable, thought provoking and insightful workshop that will lead to enhanced working relationships.'

Managing Change Programme

This programme is a flexible and total approach to managing change, adapted to your particular needs. It may include tailored consultancy, bespoke training courses, workshops and action learning groups, as well as one-to-one coaching for team-members, or mentoring for those in leadership roles.

For further details:

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'[Your trainer] is good at getting different members of a team, or potential team, to engage with one another and to begin to identify themselves as a working unit.'

Approach and Methods

The atmosphere of the course is relaxed and enjoyable, and the learning both stimulating and thought-provoking. Activities include interactive exercises, discussions, personal reflection and small-group role plays. As well as working from a specially tailored course handbook, participants will use examples from their own experience as a means to gain first-hand and embedded understanding of the processes of teamwork. This means that participants explore issues that are current for them in a supportive environment – a process that can be both challenging and illuminating.

Central Model

The central model is Needs-based Communication, an adaptation of Nonviolent Communication™, a process developed internationally in high-conflict situations for mediation and reconciliation. It is excellent for promoting effective and efficient teamwork, and establishing constructive working conditions. As well as providing an excellent means of resolving difficulties when they arise, the needs-based approach also fosters an atmosphere of openness and trust between colleagues, partners and customers which radically increases the quality of working lives, and has a dramatic impact on performance.

'[Your trainer] was not merely presenting techniques, but creating the context to allow participants to elaborate and develop their own technique... That approach led to a high degree of 'ownership' of methods and techniques, which proved to be more effective than the 'off-the-shelf' techniques presented by other consultants...'

Benefits

How your team can benefit:

- clarity around core values underpinning and motivating the team;
- a new setting for fresh team dynamics to emerge;
- deeper understanding of roles within the team, their limits and growing edges;
- new ways to bring core values to meeting targets;
- enhanced responses to external pressures;
- meeting in a different, relaxed and sociable environment;
- greater confidence as a working-unit;
- time to explore new ways of achieving goals;
- a creative space away from the task-oriented stress of the work environment.

How individuals can benefit:

- increased awareness of their contribution and significance in the team;
- enhanced individual impact within the team;
- understanding the 'active' and 'receptive' modes within teams;
- greater choice about when to 'lead' and when to 'follow';

- more ability to motivate and recognise themselves and others;
- increased skill in team communication;
- knowing how to maximise willingness within the team;
- discovering or bringing in previously hidden talents to the team;
- an enjoyable day, combining meaning, learning and fun.

How the task can benefit:

- greater ease and efficiency in achieving targets;
- more transparency within the team;
- outcomes more clearly defined;
- greater awareness of what is flexible and what is firm;
- task-focused communication increasingly direct;
- better use of time in meetings;
- performance easily monitored;
- current blocks to action dealt with creatively;
- targets met and surpassed.

'Stimulating, thought-provoking, relaxing and well-structured approach to leadership and team-working.'

**Life
At Work**

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