

Teams: An Introduction

After an intense, dynamic, and fun Survival Simulation, participants will discuss past and present team successes. Team communication will be addressed, followed by another quick activity emphasizing the need to work as a team. A questionnaire and action plan will be completed.

Objectives

- ★ Experience team dynamics in a Survival Simulation.
- ★ Define “team.”
- ★ Identify elements from successful and unsuccessful team experiences.
- ★ Recognize the elements necessary for effective team communication.
- ★ Introduce the benefits of using teams.
- ★ Evaluate your team communication.

Training Time

8:00 AM - 12:05 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

- ★ Human Synergistics video or DVD
 - ★ Human Synergistics Participant Booklets.
- A Trainers Kit includes 25 Participant Booklets, 1 Video or DVD, 1 Leader’s Guide, and 5 Observer’s Guide. Contact Human Synergistics at www.humansyn.com or 800-622-7584.

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

This investment includes the Instructor/Facilitator Guide and Participant Guide. It may also include handouts, case studies, job aids, PowerPoints, wallet cards, and scenarios. The documents may be provided in Word and/or PowerPoint so that you may customize them to meet your needs.

Unlike other companies, you do NOT need to take certification classes before you can purchase and use the material. We can help you train your trainers, but that is not a requirement for purchase. Once you purchase the material, it is yours to use as you wish throughout your organization, as many times as needed, by as many trainers as necessary.

Would you like a sample of a complete Module? Check out our [Business Ethics Module](#).

Session 1 (95 minutes)

Welcome

Survival Simulation

Break

Session 2 (85 minutes)

Introduction

Past and Present Stories of Team Success

Break

Session 3 (65 minutes)

Team Communication

The Shape of Teams to Come

Benefits of Teams

Action Plan

Team Curriculum

Wrap Up

Teams: Roles and Responsibilities

This module includes a variety of activities that have participants analyze characteristics, myths, and roles of team members. Awareness and perceptions will be called into question. Team members' roles will be clarified and the team's health will be assessed. An action plan will be completed to enhance implementation of the learning experienced in this module.

Objectives

- ★ List the characteristics of effective team members.
- ★ Identify the roles and responsibilities found within teams.
- ★ Experience the effect of awareness and perception on team effectiveness.
- ★ Clarify roles and responsibilities on the team.
- ★ Identify the steps to enhance your team's performance.

Training Time

- ★ 8:00 AM - 11:50 AM or
- ★ 8:00 AM - 12:10 PM, if facilitated for an intact work team

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

None

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Note: 8:00-12:10, if facilitated for an intact work team

Session 1 (100 minutes)

Welcome

Newspaper Ad Introduction

Characteristics of Effective Team Members

Blind Leading Activity

Myths vs. Truisms

Team Roles

Awareness

Break

Session 2 (100 minutes)

Perception

Spirited Role Clarification

Break

Session 3 (30-50 minutes)

Your Team's Health

Guidelines

Team Member Assessment Action Plan

Wrap Up with Web activity

Team Leadership

After discussing the characteristic of effective leaders, leadership will be defined. Leadership roles will be introduced, followed by a discussion of leadership and followership. Participants will complete Inscape's *Dimensions of Leadership Profile* and afterwards they will discuss and analyze the results and their implications. After a quick, yet powerful, activity, participants will be involved in an application activity, followed by tips and action plans.

Objectives

- ★ Identify characteristics of effective team leaders.
- ★ Define leadership and followership.
- ★ Identify team leadership roles.
- ★ Discover your focus of attention and dimensions of leadership.
- ★ Apply the information to your team's situation.

Training Time

8:00 AM - 12:00 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

Inscape's *Dimensions of Leadership Profile*. Contact Jessica Selasky at 513-336-9194 or www.confidencebuilders.com.

Investment

\$1,000. In other words, if you have 150 participants, it would cost \$7 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$4 each; 500 participants = \$2 each.

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Session 1 (105 minutes)

- Welcome
- Introductions
- Leadership Defined
- Leadership Roles
- Leadership as a Relationship
- Self-Assessment

Break

Session 2 (45 minutes)

- Attention Graph
- Dimensions of Leadership

Break

Session 3 (90 minutes)

- Leaders versus Followers
- Mirror Activity
- Action Cycle
- Application
- Tips and Action Plan
- Wrap Up

Creating Effective Teams

Balloons will be the theme that challenges participants to analyze the steps necessary for creating effective teams. Values will be defined for both the individual and the team. An action plan will be developed so participants can “rise up” to make their teams more effective.

Objectives

- ★ Explore the steps for creating effective teams.
- ★ Practice creating each step.
- ★ Evaluate your team’s progress in fulfilling each step.

Training Time

8:00 AM - 12:45 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

None

Investment

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Session 1 (95 minutes)

Welcome

Balloons Introduction

Steps

Mission Statement

Vision Statement

Break

Session 2 (85 minutes)

Team Values

Value Cards Activity

Break

Session 3 (105 minutes)

Expected Results

Strategies and Tactics

Team Roles and Responsibilities

Team Standards, Norms, and Expectations

Tower of Baballoon

Action Plan

Wrap Up

Stages of Team Development

After an introduction activity that illustrates one of many issues that impacts teams, participants will be organized into teams to build a “device.” Stages of team development will be “presented” and discussed. Participants will create an action plan to assist their team’s movement through the stages of team development.

Objectives

- ★ Experience the different stages of team development.
- ★ Recognize the common questions, behaviors, issues, and activities as well as the role of the team leader in each stage.
- ★ Identify and evaluate your team’s stage.

Training Time

8:00 AM - 12:00 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

8 - 30 participants

Recommendations

None

Requirements

Mega Blok ProBuilder Dune Racer 9763. The class requires approximately 10 sets. Contact Mega Blok at www.megabloks.com or 800-465-mega.

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Welcome

Switch

Lego Activity

Stages of Team Development

Action Plan

Wrap Up

* Breaks are within the activities

Team Meetings

After discussing what makes meetings *ineffective*, participants will immediately be immersed into a team meeting role play – different than most role play experiences. Participants will then be introduced to the steps that can be taken to create effective team meetings. A variety of activities will be included in the discussion of the steps and the implications that affect team meetings. Participants will complete an action plan focusing on the changes necessary to make their future meetings more effective.

Objectives

- ★ Understand the importance and benefits of conducting effective meetings.
- ★ Implement the steps to create successful meetings.
- ★ Practice the team leader's and team members' roles for enhancing meetings.

Training Time

8:00 AM - 2:50 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

None

Investment

\$8,000. In other words, if you have 150 participants, it would cost \$53 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$32 each; 500 participants = \$16 each.

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Session 1 (100 minutes)

Welcome

Team Meetings Introduction

Team Meeting Role Play

Steps For Effective Team Meetings

Step 1 – Purpose and Expected Results

Step 2 – Agenda

Break

Session 2 (75 minutes)

Step 3 – Open the Meeting

Step 4 – Discuss Completely

Break

Session 3 (105 minutes)

Step 5 – Keep Focused

Step 6 – Show Appreciation

Step 7 – Summarize and Follow Up

Lunch

Session 4 (70 minutes)

The Best Kind of Meetings

Team Leaders and Members

Communication Patterns

Break

Session 5 (60 minutes)

Team Meeting Role Play Revisited

Tips and Action Plan

Wrap Up

Conflict Management for Teams

After a quick, but powerful, activity, conflict will be defined along with its causes, outcomes, and choices. A conflict video will introduce participants to the *Thomas Kilmann Conflict Mode*, which will result in a more detailed review and quiz. After discussing some conflict scenarios, participants will be shown the steps to resolving team conflict through a game-type activity. Emotional behavior and its impact will be “played” out and the steps used to deal with emotional behavior will be shared. Participants will create an action plan detailing how they will apply the skills and will be given some tools to assist in this process.

Objectives

- ★ Learn what conflict is.
- ★ Recognize the “cues” and “signals” that indicate conflict between team members is affecting the team’s performance.
- ★ Better understand team members’ roles in conflict situations.
- ★ Acquire and practice the skills necessary to effectively solve conflict situations and deal with emotional behavior.

Training Time

8:00 AM - 4:20 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Requirements

- ★ *Dealing with Conflict* video or DVD
 - ★ *Thomas-Kilmann Conflict Mode Instrument*
- Contact CRM Learning at www.crmlearning.com or 800-421-0833.

Investment

\$10,000. In other words, if you have 150 participants, it would cost \$67 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$40 each; 500 participants = \$20 each.

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Session 1 (95 minutes)

- Welcome
- Resistance Introduction
- Definition of Conflict

Break

Session 2 (105 minutes)

- Causes and Outcomes of Conflict
- Choices
- Conflict Video
- Thomas Kilmann Conflict Mode

Break

Session 3 (90 minutes)

- Conflict Quiz
- Conflict Scenarios

Lunch

Session 4 (100 minutes)

- Steps for Resolving Team Conflict
- Conflict Between Others
- Conflict Tips

Break

Session 5 (80 minutes)

- Dealing with Emotional Behavior

Break

Session 6 (30 minutes)

- Conflict Management Preparation Application
- Conflict Tools
- Wrap Up

The Virtual Team

This module will introduce participants to the various types of teams. It will quickly move into the issues, benefits, and challenges of the virtual team.

Objectives

- ★ Identify and discuss the different types of teams.
- ★ Define elements of the team types that might be appropriate for enhancing your current team's effectiveness.
- ★ Discover ways to enhance your virtual team's communication and output.
- ★ Practice using the information for creating more effective teams.

Training Time

8:00 AM - 1:00 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

None

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Session 1 (120 minutes)

Welcome

Introductions

Teams

Types of Teams

SDWT

Break

Session 2 (90 minutes)

Process Improvement Teams

Problem Solving Teams

Self-Directed Work Teams

Virtual Teams

Win As Much As You Can Activity

Building Relationships

Break

Session 3 (90 minutes)

Virtual Team Roles

Processes

The Dice Game

Tools

Team Needs

Application

Wrap Up

Creativity in Innovation or In*Creativity*novation

After several quick creativity activities, participants will delve into the need for diversity in teams using *QuikDiSC*. The use and function of brainstorming will be examined. Participants will be introduced to the diverge/converge model. Storyboarding, I-Power, and the Good Things Report will be discussed. Several activities will round out the module.

Objectives

- ★ Provide opportunities to think out-of-the-box.
- ★ See where creativity fits in the decision making process.
- ★ Determine the value of diversity in creativity.
- ★ Provide ideas and tools for generating creativity when working alone or with a team.
- ★ Be aware of the sources of creative blocks.

Training Time

8:00 AM - 12:40 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

- ★ Inscape's *QuikDiSC* per 21 participants. Contact Jessica Selasky at 513-336-9194 or www.confidencebuilders.com.
- ★ Roger von Oech's cards, *Creative Whack Pack*. Go to www.amazon.com to purchase the materials.

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Would you like a sample of a complete Module? Check out our [Business Ethics Module](#).

Session 1 (115 minutes)

Welcome
Diversity in Creativity Introduction
Diverge/Converge Model
Brainstorming

Break

Session 2 (80 minutes)

Brainteasers
More Creative Ideas
Storyboards
I-Power Meetings
Good Things Report
Creative Blocks
Status Scene

Break

Session 3 (85 minutes)

More Brainteasers
Nail Exercise
You and Creativity
Creativity Tips
Application
Wrap Up

Creative Whack

Participants will decide if they are creative and then work their way through von Oech's mental locks to determine what areas need to be "released." A variety of fun, quick, and applicable activities will be used in each of the areas. Late in the module, participants will be introduced to von Oech's *Creative Whack Pack* and have an opportunity to do a creative activity.

Objectives

- ★ Provide the keys to "unlock" your "mental locks."
 - ★ Enhance your creativity by using von Oech's cards.
- Based on Roger von Oech's book, *A Whack on the Side of the Head*.

Training Time

- ★ 11:30 AM - 1:35 PM or
- ★ 2 one-hour sessions or
- ★ 8:00 AM - 12:20 PM, by facilitating additional exercises

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

Roger von Oech's book, *A Whack on the Side of the Head*, and cards, *Creative Whack Pack*. The number required for the module will vary with the number of participants; so, you will only need one book and at least one pack of cards, depending on the size of the group. Go to www.amazon.com to purchase the materials.

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Note: 2 one-hour sessions; 8:00-12:20, by facilitating additional exercise

Introduction with “Are you creative?”

Mental Locks:

The Right Answer with figures

That’s Not Logical with soft and hard words

(Add metaphor activity-15)

Follow the Rules with patterns

(Add sacred cows – 20; elimination 10)

Be Practical with “what if”

(Add “what if” activity – 5)

Play is Frivolous with humor

(Add fun in workplace – 10)

That’s Not My Area

(Add pair activity – 10; explore new ideas – 10)

Avoid Ambiguity with oracle

(Add dream activity – 15)

Don’t Be Foolish with fool approach

(Add quote activity – 20)

To Err is Wrong with failure

I’m Not Creative

(Add creative idea activity – 20)

Whack on the Other Side of the Head

Whack Pack

Whack Pack Practice

Wrap Up

Collaborative Innovation

After an introduction discussing frustrations, innovations, and characteristics, Janssen's Model will be introduced. Following a quiz, participants will complete Inscape's *Team Dimensions Profile*. The results of the profile will be examined as to its effect on you and your team through various activities, case studies, and readings. Creativity "exercises" will be used throughout the module.

Objectives

- ★ Identify the approach you use in the innovative process.
- ★ Identify your most natural strengths and most comfortable role in the team during the innovative process.
- ★ Develop strategies that will help you work with a team in creating, refining, advancing, and implementing new ideas.
- ★ Determine effective ways to balance, integrate, and capitalize on the different strengths of each member of an innovation team.

Training Time

- ★ 8:00 AM - 4:05 PM **or** 2 3-hour sessions **or** 3 2-hour sessions

Attendees

Teams, especially powerful for intact work teams that need to produce a specific output

Recommended class size

6 - 30 participants

Requirements

Inscape's *Team Dimensions Profile*. Contact Jessica Selasky at 513-336-9194 or www.confidencebuilders.com.

Investment

\$2,000. In other words, if you have 150 participants, it would cost \$13 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$8 each; 500 participants = \$4 each.

This investment includes the Instructor/Facilitator Guide and Participant Guide. It may also include handouts, case studies, job aids, PowerPoints, wallet cards, and scenarios. The documents may be provided in Word and/or PowerPoint so that you may customize them to meet your needs.

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Note: 2 three-hours sessions; 3 two-hour sessions

Session 1 (75 minutes)

Introduction

The Innovative Dilemma

Break

Session 2 (65 minutes)

Creativity

Innovate with CARE Profile

Innovation Approaches

Break

Session 3 (150 minutes)

Innovative Roles

Pattern Examples

Innovative Patterns

Team Interactions

Z Process

Lunch

Session 4 (115 minutes)

Case Study Part I

Dealing with Our Differences

More Creativity

Break

Session 5 (50 minutes)

Together is Better n

Team Readings

Wrap Up

Teams: You and the Environment

This “catch all” module focuses on the miscellaneous aspects that did not seem to fit in the other modules – yet are important to team success. You’ll review tips to determine the best environment to get the most out of your team. See where you and your team are in the innovative process and be reminded of a myriad of other elements to consider.

Objectives

- ★ Understand the importance of innovation.
- ★ Identify the environmental elements necessary for creativity and innovation to thrive.
- ★ Determine and experience your role in enhancing the innovative environment.
- ★ Create an action plan that facilitates a more workable and innovative environment.

Training Time

8:00 AM - 1:25 PM

Attendees

Teams, especially powerful for intact work teams

Recommended class size

6 - 30 participants

Recommendations

None

Requirements

None

Investment

\$5,000. In other words, if you have 150 participants, it would cost \$33 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$20 each; 500 participants = \$10 each.

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Session 1 (115 minutes)

Welcome
Introduction with Appealing Environment
Innovation
Attention Quiz
Elements of an Innovative Environment
Business Strategy
Organizational and Team Values
Customer Focus
Resources and Tools
Performance Measures
Rewards and Recognition
Fun and Celebration

Break

Session 2 (125 minutes)

Boundarylessness
Management and Leadership
You in the Innovative Process
Save the Penny Activity with brainstorming
Sensory Expansion Activity with pennies
Visualization Activity with graphics and music
Idea Selection and Refinement Activity with billboard

Break

Session 3 (85 minutes)

Creativity Building Tips with activities
Evaluation and Action Plan
Wrap Up