

For the managers of teams who are looking to be able to inspire greater harmony, motivation, and productivity from the people in it. The day investigates the factors that combine to turn groups of people into teams that can successfully work together to achieve specific tasks and goals. The course is run in a way that allows delegates to examine their own team influences and strengths and their role in ensuring high performance and alignment.

For all dates and venues, see [here](#) or call **0800 619 1230**

This course can be taken individually or as an optional module that can lead to an ILM Level 3 Award in Leadership and Management. It can also be taken as an additional module for an Impellus Certificate of Learning in Leadership and Management at Level 3.

<b>9:30 – 10:00</b>	Welcome, overview and introduction to the programme	
<b>10:00 – 11:15</b> <i>Defining 'team' and mitigating dysfunctions</i>	<ul style="list-style-type: none"><li>• Group or team – highlighting the differences</li><li>• The factors that create a high performing team</li><li>• The five dysfunctions of a team</li></ul> <p><i>The opening session of the day begins with an exploration of the differences between a group and a team before identifying the key attributes of a high performing team. Delegates will then look at the five dysfunctions of a team to examine the symptoms and causes of underperformance and what a leader can do to resolve them.</i></p>	
<b>11:15 – 11:30</b>	Break	
<b>11:30 – 13:00</b> <i>Providing clarity and seeking high performance</i>	<ul style="list-style-type: none"><li>• Clarifying your organisation's vision, mission, and values to align performance and behaviour</li><li>• The stages of team development and how to adapt your approach</li><li>• Discovering the characteristics of truly effective teams</li></ul> <p><i>During this session delegates look at the importance of communicating a strong vision, mission and set of values to provide a working and behavioural framework in which the team can perform. Followed by an insight into the stages of team development with a view to understanding how their style needs to adapt over time to get the best out of their teams. Finally, an understanding and application of the top ten factors of an effective team to their own areas of responsibility.</i></p>	
<b>13:00 – 14:00</b>	Lunch	
<b>14:00 – 15:15</b> <i>Creating team balance and alignment</i>	<ul style="list-style-type: none"><li>• Building a team through team-role identification</li><li>• Identifying gaps and playing to strengths and weaknesses</li></ul> <p><i>In this session delegates move on to an exploration of the roles that are essential in forming a well-rounded team, before applying the team-roles concept to spot areas that need addressing and plugging any operational gaps that exist.</i></p>	
<b>15:15 – 15:30</b>	Break	
<b>15:30 – 16:30</b> <i>Setting a meaningful vision for the team</i>	<ul style="list-style-type: none"><li>• Creating a winning team – maximising future potential</li><li>• Prioritising actions and bringing your vision to life</li><li>• Bringing it all together and action planning</li></ul> <p><i>The final session of the day gives delegates the opportunity to create a structured step-by-step plan to make their teams as productive and functional as they can be. The day concludes with everyone coming back together to write up their own personal action plan.</i></p>	

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.