




Successful Teams in Action™

Build Inclusive, High-Performing Work Groups

 Interaction Associates

An action-learning experience for team leaders or entire intact teams.

The Challenge

Teams require clear direction, strong commitment, and a variety of capabilities to perform well. Team members need the knowledge, tools, and skills to work collaboratively to benefit team members, the project, and the organization. Without a solid foundation of decision making and interpersonal skills, teams can be ineffective and dysfunctional, never delivering on their original promise.

A Team Development Solution

Successful Teams in Action is an “action-learning” experience for teams to get work done while they learn. It’s based on original research conducted by Interaction Associates on the obstacles facing teams and how best to overcome them. During the program, the team lay the foundation for effective teamwork moving forward.

Benefits for the Organization

- Better team chartering leads to fewer breakdowns
- Clear team operating agreements lead to more accountability and shared responsibility
- Better problem-solving leads to fewer project breakdowns and cost overruns
- A common language and approach to working on teams improve cross- functional collaboration

It provides them with the insights and skills to be self-correcting, self-facilitating, and high-performing.

Who Should Attend

This program will strengthen the performance of any intact team, including:

- Project teams
- Cross-functional work groups
- Task forces
- Self-directed work teams

Learning Objectives

By the end of the 2-day program team will have:

- An understanding of the High Performance Teams' Model and our preliminary assessment of how the team "measures up" on the model.
- An agreement on key elements of a team charter appropriate to the team.
- Agreements on respective roles, responsibilities, and decision scope.
- An understanding of a practical model for clarifying who is involved in what ways in decision making affecting any project.
- An increased understanding and skill in using effective communication techniques to:
 - » Influence each other and stakeholders positively.
 - » Build clear understanding and agreement.
 - » Resolve conflicts constructively within the team and with key stakeholders.
 - » Give and receive feedback in a way that builds trust and improves performance.
- The ability to plan and lead effective team meetings, specifically:
 - » Create effective meeting outcome statements.
 - » Design agendas to accomplish objectives.
- Facilitate team discussions in a way that encourages an open exchange of ideas, generates useful information, and keeps a group focused and on track.

How Participants Learn

Live | In Classroom

IA Trainers lead programs at your site. You can also certify internal trainers to teach Successful Teams-in-Action™ to team leaders and members

Live Online | Virtual Instructor-Led

Tailor a blended learning journey for team leaders and members in the same office and at remote locations.

Custom Blend | Combination live classroom, VILT & Asynchronous

An IA consultant will guide an intact team through a self-assessment and re-charge process using the models and techniques in the program.



Topics

- Start Up
- Clear Roles and Responsibilities (continued)
- Challenging and Realistic Work Plans
- Aligned and Available People
- Common and Collaborative Work
- Processes (continued)
- Team Action Planning
- Close Program

ABOUT INTERACTION ASSOCIATES (IA)

Since 1969, IA has developed and taught simple and effective methods for helping people achieve great results by working together across functions, viewpoints, and geographies. IA introduced the concept and practice of group facilitation to the business world over 50 years ago. Since then, over one million people have learned the Interaction Method™, a facilitated approach for building understanding and agreement so people can take informed, concerted action.