

Working through Change and Transition to Develop a High-Performing Team



Adapt and thrive in a changing environment

“We engage people with the adaptive work that they need to do.”

OVERVIEW

The dynamic and changing nature of organisations impacts both individuals and the broader functioning of business teams and groups. The challenge for managers and their people is to deal with changes quickly and effectively and to maintain a high level of team performance that leads to positive business outcomes.

Seamless transitions are ideal, but hard to attain. Donington’s success comes by engaging people with the adaptive work they need to do in today’s fast-paced and changing environment.

This workshop will utilise the Balanced Scorecard strategy, link business goals to effective team functioning whilst establishing clear directions for team development and enhancement. A brief reflection of the symptoms and baggage of change – looking back – will enable a springboard for looking forward and chart a course to develop new team behaviours, attitudes and actions.

WORKSHOP

one full day or two half days

TOPICS

- Reflecting on post-change issues for individuals and teams
- Teams – what are they and ‘what makes a high performing team’? Analysis of characteristics
- Stages of team development – review of present stage or state
- Common symptoms of poor-performing teams
- Team norms and team culture – what’s positive, what’s not so negative?
- Strategies to enhance team performance – both generally and specific to workshop participants
- Creating a priority list of areas for further attention and development

OUTCOMES

Participants will:

- Through review and reflection, identify outcomes of change, both positive and negative, successes and areas for improvement
- Enhance awareness of others’ views and feelings, post change
- Develop understandings about what is needed to move forward to achieve organisational and team goals
- Identify priorities and strategies to develop positive team norms, culture and performance
- Relate relevant issues around teams and change management