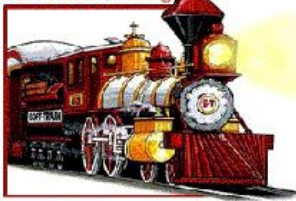


**Soft-Train**



*At Soft-Train  
Technology Works*

# Team Building (2 Days) ST00005

**COURSE GOAL:** To develop team building skills that will help you and your team work together more effectively.

**PREREQUISITES:** None

**LEARNING OBJECTIVES:**

Upon completion of this course the student will be able to:

- Understand why teamwork is so important.
- See how each team member fits into the overall team, and how they can all bring something to the table.
- See how to use teams to overcome obstacles no individual member can tackle.
- Understand accountability in a team.
- Keep track of how the team is helping the company meet its financial goals.
- Keep team morale high.

**KEY TOPICS:**

**I. The Four Cs of Team**

**Development**

- A.** The Search for the High-Performing Team
- B.** Context: Laying the Foundation for Team Success
- C.** Composition: Getting the Right People on the Bus
- D.** Competencies: Developing Team Skills for High Performance
- E.** Change: Devising More Effective Ways of Working Together
- F.** Bringing the Four Cs Together: Designing a Team-Building Program

**II. Solving Specific Problems Through Team Building**

- A.** Managing Conflict in the Team
- B.** Expectation Theory of Conflict
- C.** Negotiating Agreements
- D.** Planning
- E.** The Problem Member
- F.** Overcoming Unhealthy Agreement
- G.** Reducing Conflict Between Teams

**III. Team Building in Different Kinds of Teams**

- A.** Managing the Temporary Team
- B.** Design for a Temporary Team
- C.** High-Performing Virtual Teams
- D.** How Virtual Teams Differ From Traditional Teams

- E. Managing Interorganizational (Alliance) Teams
- F. How Alliance Teams Differ From Traditional Teams
- G. Cultural Assessment

#### **IV. The Challenge of Team**

##### **Building for the Future**

- A. Challenges for Building Effective Teams
- B. Implementing the Four Cs – The Key to Success
- C. Challenges Facing Organizations of the Future
- D. Finding and Developing Employees with Team Skills
- E. Teams Without Clear Boundaries
- F. Globalization and Teamwork