



HUMAN RESOURCES AND TRAINING

Teamwork & People Development

Course code: HRT-025



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Individuals do not often work in isolation. Work is primarily a group-based activity and if an organization is to be effective, it needs effective team working at all levels. This practical training course will also focus on how to deal with others and how to understand your own and others behavior. This Teamwork & People Development training course examines the key ingredients of successful team working, which will help build and develop teams within the organization. The training course also includes a number of practical team building activities that are educationally and professionally enriching.

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day one: Teamwork Essentials, Day two: Team Roles and Behaviours, Day three: Group Dynamics & Human Psychology, and day four: dealing with others - conflict management.

Who Should Attend

All Team Leaders
Staff responsible for the development of team members
All supervisors, middle managers, department heads and senior managers
All superintendents, team leaders and functional leaders and managers

— Learning Objectives

- Distinguish between groups and teams and list the primary characteristics of effective teams
- Increase teamwork efficiency
- Describe the basics of human behavior
- Increase development within the team
- Improve interpersonal skills and teamwork

Course Outline

DAY
1

Day one: Teamwork Essentials

- Team development
- The sociology of the team
- Characteristics of high-performing teams
- Teamworking activity
- The stages of team development
- Teams leadership and a shared vision

DAY
2

Day two: Team Roles and Behaviours

- Understanding team roles and effective teams
- Creating the 'perfect' team
- Belbin and team roles
- Self-Perception Inventory
- Missing team roles
- Team role activities/games

DAY
3

Day three: Group Dynamics & Human Psychology

- The study of groups
- Social norms
- Risky Shift Phenomenon
- Group Process Skills
- Group Behaviour Interventions
- Group Cohesiveness

DAY
4

Day four: Dealing with Others - Conflict Management

- The nature of workplace conflict
- Resources for responding to conflict
- Dealing with 'difficult people'
- Recognizing and overcoming false consensus in groups
- Groupthink
- Mediation skills

DAY
5

Day five: Developing Yourself

- Setting Career Goals
- What type of learning & development suits you
- Understanding your career journey
- Are you suited for leadership or management?
- Personal career SWOT analysis
- Personal action planning

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.