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# Team Building

## Course Description

Effective team building is at the core of management excellence. This course equips leaders with the mindset, skills, and tools to create teams that perform at a high level, adapt to challenges, and consistently deliver results. Drawing on the principles of Management Excellence, participants will learn how to set clear expectations, build trust, and foster a culture of accountability and continuous improvement.

Through discussion, real-world case studies, and hands-on activities, leaders will practice strategies for developing strong interpersonal relationships, resolving conflicts, and aligning diverse personalities toward common goals. The course also addresses how to maintain engagement and collaboration in high-pressure or cross-functional environments, ensuring that team performance supports organizational success.

## Course Objectives

Build the Foundation for Team Success:

- Define team purpose and clarify individual roles and responsibilities
- Establish and communicate performance expectations that align with organizational goals
- Recognize the importance of trust, mutual respect, and open communication in team culture

Leverage Strengths and Diversity:

- Identify individual strengths, styles, and motivators to optimize team performance
- Align diverse skills and perspectives to improve problem-solving and innovation

Communicate and Collaborate Effectively:

- Apply structured communication tools and meeting practices to keep teams focused and informed
- Encourage input and active participation from all members to strengthen buy-in and ownership

Address Challenges and Resolve Conflicts:

- Identify root causes of conflict and address them constructively
- Apply conflict resolution techniques that maintain relationships and team cohesion

Drive Performance and Continuous Improvement:

- Set measurable goals, monitor progress, and provide timely feedback
- Recognize and celebrate team achievements to reinforce positive behaviors
- Develop ongoing action plans for skill growth, collaboration, and adaptability

## Training Format

• 1 Day: Morning session covers foundations, leveraging strengths, and communication; afternoon session focuses on conflict resolution, performance alignment, and improvement planning with hands-on activities and simulations