Team Development

Target Audience

Health, Social Care and Housing Managers where there is a responsibility for managing, leading and developing teams.

Learners will explore the meaning of a 'team', the characteristics of a good team and the stages that must be considered to develop and enhance the team.

The focus will be on the importance of relationship-building and they will consider the qualities of a high-performing team. Throughout the course the fundamental role of leadership in making the team successful is referred to.

This course is delivered using a range of methods and resources including:

♦ Live tutor facilitation, questionnaires, interactive polls, self-assessment, scenarios for breakout groups, questioning and participation and an end of session assessment.

This course has been developed and mapped to current occupational standards, qualification frameworks and the following documents and resources:

♦ Bruce Tuckman's Team Development Model

♦ The Equality Act 2010

♦ The Leadership Qualities Framework

♦ CQC – KLOE's

Course Content

♦ Team – definition
♦ What factors make a good team?
♦ Identifying team roles
♦ Team developmental stages
♦ Tasks and tools needed to move through each stage
♦ Approaches to developing high-performance teams
♦ Working towards a common purpose

♦ Communication tools and developing positive interactions
♦ Barriers to working within a team
♦ Integrating new team members
♦ Equality, diversity and inclusion for team members
♦ Problem-solving

Learning Outcomes

After attending this course, learners will be able to:

♦ Identify the factors that teams need to be high-performing

♦ Describe different approaches to developing high-performance teams

♦ List the stages of team-development and the tools and tasks needed to move through each stage

♦ Recognise the importance and input of leadership in creating a successful team

♦ State what leadership qualities needed to develop and lead a high performing team

♦ Describe how you will personally work towards a common purpose

♦ List team communication tools that develop positive interactions among team members

♦ State what tools for team problem-solving and goal attainment can be used

Duration: 4 Hours