



Developing and Leading Teams

Aims

This course is based on ILM (Institute of Leadership & Management) Diploma in Management – Developing and Managing Teams. The aim of this 1-day course is to develop middle to senior management in their responsibility of leading teams and achieving their objectives through constructive performance management.

Objectives

By the end of this course you will be able to

- Explain the difference between groups and teams; and team membership and leadership
- Develop a vision for the team that gives direction and emphasises values
- Create and develop a balanced team to achieve objectives
- Recognise inter-relationships between team and individual performance and development
- Apply appropriate techniques to motivate teams
- Evaluate team performance against objectives,
- Apply appropriate management and leadership style to achieve objectives
- Promote trust and respect within the team

Who Should Attend

Middle to Senior Managers looking to further develop their leadership skills and their teams' performance

Course Content

- Characteristics of groups and teams, team membership and leadership
- The importance of direction and values in creating effective teams
- Stages in team development, use of team roles for building a balanced team
- Teams in different contexts, e.g. operational, project, management, contractors, volunteers
- Inter-relationships between team and individual performance and development
- Factors influencing behaviour, theories of motivation and their application to teams, including reward systems, promotion, succession, and job rotation
- Techniques to evaluate team performance
- Management and leadership styles and qualities
- Methods to promote trust and respect within the team

Duration 1 Day