



Team & Leadership Workshops

With so many options, we have grouped them into categories to make it easier for you to get an overview of what's on offer. Remember of course that our highly experienced and friendly consultants have a wealth of knowledge and will help clients tailor the best choice for their team.

Team & Leadership Workshops

- More than ever "Teamship Skills" & "Leadership Skills" need to be on par with the teams functional/technical skill sets.
- Our workshops will help your team and team leaders truly demonstrate high performing team skills.
- Our highly experienced consultants will help you identify your team's development needs with an obligation free consultation meeting!



Enhancing Team & Management Skills for Twenty Years

With over twenty years experience Corporate TEAM Solutions and OUTDOOR Training are experts in the design and delivery of Team Building and Team Development initiatives and leadership programs.

The finest tailored Development Programs are available to your team with combined business expertise:

Corporate Team Solutions (CTS) is one of Australia's leading providers of Team Management Systems, an integrated process that provides teams and leaders with practical workplace tools for achieving high performance. CTS can work alongside you to provide personal & team profiles, team development workshops, team leader training, stress management and executive & life coaching.

Corporate OUTDOOR Training (COT) provides expertly tailored outdoor leadership, corporate team building and management development programs. These include facilitated problem solving activities plus adventure learning, high ropes courses, rock climbing, whitewater rafting and bushland "Journey programs".

Our experience spans Australia, Asia, Europe and the USA, and can complement your own in-house or conference-based staff development initiatives.

Also ask us about:

Team Building & Conference Options

Team Adventure Activities

Graduate Development Programs



Team & Leadership Workshops



15 - 50



30 - 200 mins



- Workshop discussion and theory with content specific to client request
- Workshops cater for all levels of team development and seniority



TEAM FOUNDATION WORKSHOP

Start up or restructured teams perform quickly if the operating framework is clear. Best defined by involving the team in producing their own "Team Charter", defining the team's mission, vision, values, role definition and responsibilities, decision making processes, meeting frequency and agenda, communication processes etc everything the team needs to operate effectively!



TEAM SKILLS DEVELOPMENT WORKSHOP

Teams need a process to help them solve problems, generate new ideas and make wise business decisions. This highly interactive workshop incorporates individual Team Management Systems (TMS) personality and team profiles and that assists members to be aware of their own working style and know how to "pace" their communication to complement other's strengths and weaknesses.



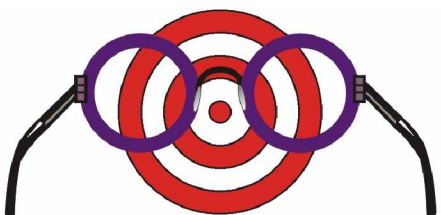
TEAM PROJECT MANAGEMENT - COUNTDOWN

Countdown is an exciting project simulation working with a job relevant action model that visually captures elements of project success using:

- Work Breakdown Structures
- Gantt Charts
- A responsibility matrix
- Risk profiles
- Resource allocation

Participants estimate potential delays and costs, evaluating critical path lines, assess risk, manage scope creep and make decisions within a Trade off Triangle. This program will assist your team by

- Orienting new members of a project team
- Giving new project managers a challenging team experience
- Kicking of new projects with enthusiasm
- Re-energising and re focussing on projects already underway



TEAM PLANNING

TEAM PLANNING WORKSHOP

Clear strategies, targets and planning are critical for successful outcomes. Involving your team in first identifying potential barriers to success and then generating strategies to overcome these is a great way to gain "buy in" and commitment to succeed.



TEAM PERFORMANCE REVIEW

Every team can improve results by regularly reviewing how it performs. Applying the Team Management Systems (TMS) to each member rates the team's performance against nine key performance areas including key stakeholders outside the team to give a 360 degree feedback loop.



VALUES ALIGNMENT WORKSHOP

Teams are about people and the way they treat each other. Values define what a team stands for and should be reflected in the way people behave. If you have a new team forming and need to define the values or feel there is poor alignment to existing values this workshop is for you!



CROSS TEAM COLLABORATION WORKSHOP

A team's success often depends upon how well it collaborates with other teams in the business. Too often we hear of a "silo" mentality with breakdown in communication across functions/departments/offices. This workshop brings teams together from across the business, building relationships, better understanding of other's roles, priorities and challenges. Team share what they need to fulfil their role and work together to find new ways to supporting each other back at work.

Personal Awareness Profiling



WORKSTYLES PROFILE

People tend to practice what they prefer and therefore perform better in areas that match their work preference. Understanding work preferences is a critical component in developing individual, team, and organisational performance. The TMS Team Management Index (TMI) is a 60-item online assessment focused on enhancing understanding of an individual's approach to work. Based on the responses to the TMI, the Team Management Profile (TMP) provides constructive, work-based information outlining an individual's work preferences and the strengths that an individual brings to a team including leadership strengths, decision-making, interpersonal skills and team building.

The Personal Team Management Profile highlights an individual's major and related areas of work preferences, including information focussed on:

- Work Preferences
- Decision-Making
- Team-Building
- Leadership Strengths
- Interpersonal Skills



CHANGE PROFILE (Qo2)

Is your glass half-empty or half-full? This new profile from Team Management Systems explores the fifth dimension of human behavior and determines the balance of effort people put into seeing the opportunities and obstacles at work. This profile, together with the Work Styles Profile (TMP), can give individuals work-based feedback on the five independent factors of the human psyche.

- MTG Energy - how much energy you put into 'Moving Towards Your Goals'
- Multi-Pathways - the extent to which you find ways around obstacles
- Fault-Finding - how good you are at seeing potential obstacles
- Optimism - The extent to which you expect positive outcomes
- Time-Focus - a measure of your psychological time and your orientation to the past, the present or the future



LINKING SKILLS PROFILE (LSI)

There's more to teaming than just hooking things up! Linking - the integrating of people and work process is necessary to ensure high performance at work.

Extensive interviews with teams and team leaders throughout the world continue to highlight common elements responsible for integrating teams into a coherent "whole". Team Management Systems identifies these elements as Linking Skills, which need to be implemented by all members of a team, though often focused on the team leader. The Linking Skills Profile Questionnaire (LSPQ) is a 66-item multi-rater assessment through which a number of different people rate an individual's linking skills.

Leadership Programs

FUTURE LEADERS PROGRAM

Target Group:

For young people identified as future leaders in the business.

Key Outcomes:

- Exposure to leading edge concepts on leadership
- Defined personal leadership vision - what I aspire to be as a leader!
- Team facilitation & communication skills
- Established network links with other future leaders in the organisation
- Action plan for continued development

Format:

Two days indoor theory plus two days consolidation through experiential activities or 2 x two day modules.

TEAM LEADERS PROGRAM

Target Group:

People about to be or recently appointed to their first leadership role.
First line leaders who have had limited exposure to leadership training.
Team size typically up to 10 people.

Key Outcomes:

- Understands and can apply Team Management Wheel concepts
- Proficient in applying the 10 Linking Skills
- Able to facilitate a Team Charter
- Raised self confidence and motivated to succeed as a leader
- Defined Personal Leadership Vision
- Proactive approach to change
- Workplace project to apply learning

Format:

Two days indoor theory plus 1 day consolidation through experiential activities. Follow up day approx. 3 months after the program to review workplace projects and lessons learned.

THE LEADERSHIP CHALLENGE

Target Group:

Middle to senior management with at least 5 years leadership experience.

Key Outcomes:

- Re-defined Personal Leadership Vision
- Advanced interpersonal communication skills.
- Ability to stretch personal comfort zones and lead change in the Business.
- Advanced linking skills.
- Strong networking links across the business.
- Raised self awareness through 360 feedback.

Format:

Two days indoor theory. Two days intensive application through targeted experiential activities and overnight bushland journey. One day reflection, feedback, personal action planning. Follow up day approx. 3 months after the program to review workplace projects and lessons learned.

