

MILESTONE

*Providing Stepping Stones
Along the Path to Success*



A WOMAN-OWNED
SMALL BUSINESS

HIGH-PERFORMING
TEAMS

Project teams are the backbone of successful organizations. They bring together diverse skill sets, perspectives, and experiences to tackle complex challenges and achieve ambitious goals. Equipping your project teams with skills on how to work well together will lead to a higher rate of project success. Let's look at the benefits of having a high-performing team.

Teams work together for the same objectives, goals, and mission

A team is a collective of individuals assembled to accomplish a specific goal or a set of objectives. These individuals bring diverse skills, backgrounds, and perspectives, which are integrated to achieve synergy. The essence of a team lies in its structured interdependence and the coordinated effort of its members.

Teamwork refers to the collaborative effort of a group to achieve a common goal or to complete a task

This collaboration involves elements such as communication, coordination, cooperation, and conflict resolution. These dimensions facilitate the process through which teams combine their individual skills and resources to produce collective outcomes.

Teams work through conflict and toward a solution

Statistics on Conflict and Performance, a study by Harvard Business Review, revealed that 85% of employees at all levels experience conflict and spend an average of 2.1 hours per week dealing with it. However, when managed effectively, this conflict can lead to personal growth, improved team performance, and innovative problem-solving. Conflict can be categorized into two types: task and relationship. Task conflict, concerning disagreements about the content of tasks, can stimulate critical thinking and creativity, leading to better decision-making. Relationship conflict, involving personal incompatibilities, tends to have negative effects on team dynamics. While relationship conflict consistently correlates with negative team outcomes, task conflict can have a positive effect on team performance, especially when the level of task conflict is moderate, and the team's task is complex and non-routine.

Teams communicate openly and freely with each other about the project and in idea generation

Open communication fosters a sense of trust and psychological safety among team members. When team members feel safe to express their thoughts and opinions without fear of negative consequences, it leads to greater team cohesion and a collaborative environment. It also promotes innovation and creativity by encouraging sharing diverse perspectives and ideas. Finally, open communication contributes significantly to employee engagement and job satisfaction. A 2013 Global Workforce Study found that companies with highly effective communication practices enjoy 47% higher total returns to shareholders compared to firms that are ineffective communicators.

Teams solve problems as a unit and not as an individual

Teams are better equipped to adapt to change and recover from setbacks. By working together, teams often surpass individuals in complex problem-solving tasks. Teams can also resolve problems more efficiently and make high-quality decisions compared to individuals.

Whether you're a seasoned project manager or just starting out, investing in project teams is a smart move that can pay off in more ways than one.

UPCOMING FREE
WEBINAR

EVALUATING TEAM
EXCELLENCE
STRATEGIES FOR
HIGH-PERFORMANCE
TEAMS

FRIDAY, MARCH 8

10:00 - 11:00 AM CST

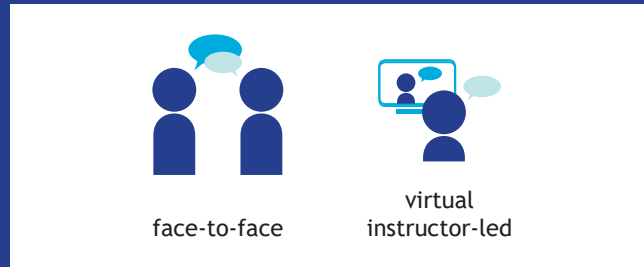
1 PDU

TO REGISTER, GO TO

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ADVANCED TEAMBUILDING - 2 DAY



Course Description: This two-day course will refresh the fundamentals of team building and will then build upon it with additional skills. This course will focus on skills used to run teams smoothly and more effectively. Team leaders or perspective team leaders and managers should be part of this course.

Course Objectives:

Objective 1: Identify why organizations should have teams

- Examine what it will take for teams to be successful
- Analyze what it means to work as a team
- Discuss why teams fail
- Evaluate five causes for team conflict
- Evaluate true team commitment

Objective 2: Review five ways to build trust in each team

- Create a code of conduct for your team
- Assemble a brainstorming session
- Discuss how to use peer pressure effectively

Objective 3: Evaluate the use of facilitation skills in teams

- Examine three rules for facilitating discussion
- Analyze the role of team leader
- Examine five ways team leaders impact the team
- Analyze the role of team member

Objective 4: Examine effective use of teams in organizations

- Create a team mission, vision, and goals
- Discuss aligning team vision with organizational strategy
- Discuss reporting and communicating within the team
- Create a communication plan for upper management

Objective 5: Discuss diagnosing team conflict

- Discuss how to prevent teams from becoming cliques
- Discuss behavioral styles in teams
- Examine communication problems upline
- Examine communication problems cross functional

Objective 6: Choose the proper team members

- Analyze skills needed on the team
- Design an agenda that impacts performance and behavior
- Identify the triple constraints of team projects
- Demonstrate interviewing techniques that will assist in determining goals or scope of team

Objective 7: Examine how to set, control, and monitor scope of team projects

- Discuss ways to track team projects
- Evaluate real timelines for team projects
- Discuss implementation of team project plans
- Discuss how to handle delays



A WOMAN-OWNED SMALL BUSINESS (WOSB)



Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.

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VALUES STATEMENT

Every person has worth and should be treated with respect.

AREAS OF EXPERTISE

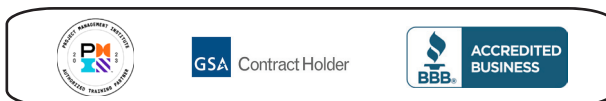
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