

# Develop the performance of your team

## Description

As a manager, your goal is to consolidate confidence and the spirit of success to strengthen group cohesion by giving meaning to objectives and promoting innovation to reach a stage of collective intelligence.

Listening dynamics, mapping of individual behavior and collective performance management tools. This training provides you with the keys and the tools to develop the performance of your team.

## Course Content

### Understand how your team works

- The functioning of an individual in a group
- The three basic needs of a team
- Know how to recognize and manage different personalities
- Identify the constituent elements of his team and the roles to develop and better distribute

### Evaluate performance

- The adequacy between the skills acquired and the skills required
- Evaluate individual and collective performance
- Know all the effective management tools
- A tool to visualize individual and collective priorities: the collective diagnostic grid
- Establish personal action plans
- Carry out motivating and stimulating interviews

### Develop potential and motivation

- Appropriate the role of talented developer
- Develop a vision and make sense
- Establish relevant and motivating target contracts, conduct follow-up interviews
- Problem solving and decision making
- Foster innovation

### More cohesion for more performance

- Anticipating the risks of misunderstanding and tensions
- Know how to hear and encourage
- Dramatize the situation
- Managing reluctance and conflicts
- Introducing change to strengthen cohesion
- The five stages of building cohesion
- Establish common values ??and rules of the game
- Foster individual and collective success

### Personal Progress Action Plan

- Self-analysis / diagnosis of each participant
- Highlighting your personal talents

- Detect your potential and pull your lower functions up
- Personal Action Plan: objectives, stages, deadlines, actors, obstacles to achievement, expected results

### **Lab / Exercises**

- Practical exercises
- Role-playing games filmed with restitution and individualized analysis

### **Documentation**

- Digital courseware included

### **Participant profiles**

- Manager
- Team leaders
- Project managers

### **Prerequisites**

- Good knowledge of the role and functions of a manager
- Experience required in team management

### **Objectives**

- Identify your management style
- Understand how your team works
- Know the steering tools to assess performance
- Visualize individual and collective priorities
- Establish relevant and motivating target contracts
- Develop a vision and give meaning to strengthen team cohesion

### **Niveau**

Intermédiaire

### **Classroom Registration Price (CHF)**

1300

### **Virtual Classroom Registration Price (CHF)**

1300

### **Duration (in Days)**

2

### **Reference**

TEAM-PER