

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