

ORIGO[®]

Center for Meaningful
CoCreation

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DYNAMIC TEAM MANAGEMENT

YOU CAN HAVE IT ALL



Wisdom In Action

DYNAMIC TEAM MANAGEMENT

YOU CAN HAVE IT ALL

Duration: 6 hours / full-day course eg from 9-16



How to establish and develop the optimal team

Research shows that it pays to work with High Performance Teams – both for the organization and for the individual. In this course you will gain knowledge on how to establish and maintain a High Performance culture and at the same time ensure the job satisfaction in your team. The course gives you insight into the mechanisms that create increased ownership, well-being and productivity among employees. You get a unique “Road Map” that guides you from how to get started to how you as a leader facilitate the optimal team culture.

Have you ever stood and watched a flock of birds on the move and thought about why they always fly in V-formation? And why do they screech so much? We know well why they fly in the V – because it reduces the air resistance of the team as a whole. But why are they screeching? They screech because they cheer on the one flying in front. Yeeah, come on – well done. And when the bird in the front can no longer remember the route or is tired, it falls back and another flies up the front.

Would you like book this inspiring course, please contact Sebastian Nybo
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None of them can – all alone – have the whole map from here and to Africa in their head. Therefore, they change. One flies from Copenhagen and to Køge, and when it can no longer, the next one flies from Køge to Hamburg, and the next from Hamburg to Paris. There is no one who can lead the herd all the way, but if you agilely take turns being led by the one who has the greatest competence in the area where the team is at that time, you can reach much, much further.

Take home value:

- Learn to build the optimal team – “The Dream Team”
- Knowledge of how to promote trust in the team so that the right culture is established
- Knowledge of the seven keys to success that characterize High Performance Teams
- Learn to tackle the conflicts that arise in all teams
- Become aware of how your team can become better at utilizing each other’s professional competencies, individual strengths and differences optimally.
- Insight into what creates increased well-being and productivity among employees, as well as tools to strengthen these
- Road Map to the High Performance Team process – from A to Z.

Participant profile

The course is aimed at experienced and new leaders who want to work with team performance and thereby increase motivation and team efficiency. To ensure the optimal benefit, you will receive an article prior to the course so you can choose to prepare some of the key elements before the actual training.

Content

- What is a High Performance Team?
- The seven keys to success in establishing High Performance Teams – where is your team?
- Create focus on the gain for the individual in the team
- What does it take for a team to go from well-functioning to High Performance?
- How High Performance leadership becomes a naturally integral part of your management work
- Practical tips on how to include new team members most effectively
- Team culture – the foundation is relationships built on mutual trust
- The team’s challenges – how to handle these as efficiently as possible
- Motivational factors in the team
- Decoding your team’s dynamics, strengths and weaknesses
- Learn the secret of Google’s DreamTeam – and learn how to transfer it to your team.

Form

The course alternates between exercises, presentations and reflections on own practice. And you will leave the course with a number of tools and knowledge that are directly applicable in your everyday life as a leader.

Increase job satisfaction and create optimal results with High Performance Teams

It can not occur to anyone that we are in the midst of a storm of radical change – especially at work. We know that the amount of information and thus the complexity will only increase in the future and therefore no single person can have the total overview anymore. We all “need” to learn to work more agile and up-to-date in order to achieve the optimal results.

The good news is that through evolutionary psychology we have long known that we humans are “built” to work in small, fast and agile teams – but that it can increase the company’s profitability by more than 30 percent, is new knowledge. Case studies show that an ROI of between 36 and 42% is not unusual when a company switches from group and project teams to High Performance Teams. An HPT makes both faster and more competent decisions than regular teams and when the quality of work life goes up at the same time and sickness absence goes down, it almost sounds too good to be true. But it is not. The research clearly shows that it is both to the company and to the individual employee’s advantage to convert to High Performance Teams.

Get exclusive access to a nuanced Road Map that gives you both an overview of the entire HPT process and specific instructions for the steps you can take to ensure the optimal results.

PROGRAM FOR THE DAY

9.00 WHY HIGH PERFORMANCE TEAMS

- What is a High Performance Team and how is it different to a regular team?
- Increased complexity is the driver – learn to set the right pace for your HPT
- Research shows that it pays to work with High Performance – both for the organization and for the individual
- Get the 7 HPT success keys we know characterize an HPT

10.30 **BREAK**

10.45 **GET STARTED**

- How to get started creating a High Performance Team
- What does it take for a team to go from well-functioning to High Performance?
- What can inhibit or slow down the HPT process?
- Are there competencies that the team lacks? If so, how can they be added?
- What's in it for me? – Create focus on the gain for the individual

12.00 **BREAKFAST BUFFET AND COFFEE**

13.00 **BUILD THE OPTIMAL TEAM**

- How good is your team at HPT in relation to the 7 keys to success?
- How do you put together the optimal team where everyone strengthens each other?
- If the team is determined, then how do you develop it towards better performance?
- What is the ideal size of the team?
- How does your team become better at utilizing each other's professional competencies, individual strengths and differences optimally?

14.00 **BREAK**

14.15 **TEAM CULTURE – COHERENCE**

- Gain basic insight into the team's 5 phases
- How good is your team at HPT in relation to the 5 phases?
- What do you need to do more of – and less of – to make your team more HPT?
- How to foster a culture of mutual trust
- Create clarity about roles, responsibilities, competencies and working methods
- Learn to make constructive demands on each other
- How to tackle the team's biggest challenges: Energy loss, lack of independence, lack of focus and common identity, unconstructive discussions and finger pointing
- Conflicts are signs of diversity – use them to lift the team to a higher level

15.45 HOW TO ENSURE EFFECT OF THE HPT PROCESS

- How does HPT management become a natural integral part of your management work?
- How do you reward good team performance?
- Practical tips on how to include new team members most effectively
- Define (ongoing) common goals and success criteria

16.00 SUMMARY

If you want to hear more about the course, call us on 33 11 44 22 or email sn@sebgruppen.dk



www.sebastiannybo.dk

Teacher

Sebastian Nybo is a renowned author, lecturer and business psychology consultant with international experience and network. He has worked with organizational development and High Performance Teams for more than 30 years. As a participant, you get access to both his deep professional knowledge as well as concrete experiences from a large number of companies that he has advised and supported up to the High Performance Team. He has developed a wide range of effective and unique tools that provide an overview of the change process from group to High Performance Teams – which you as a participant in this seminar get unique access to.

Sebastian is also the author of the 12 theories and models that are part of the SEB theory set, and in recent years has specialized in the topics of Sustainable Innovation, Team Culture and Evolutionary Psychology.

He has taught more than 350,000 people both at home and abroad and has many years of experience in teaching and advising managers and key employees, and is today considered an authority in his field.



Medlem af

