

ORIGO[®]

Center for Meaningful
CoCreation

Powered by SEA Group Ltd

HIGH PERFORMANCE THROUGH TEAMBUILDING

OPTIMIZE TEAMWORK AND CREATE BOTH WELL-BEING
AND TOP RESULTS



Wisdom In Action

HIGH PERFORMANCE THROUGH TEAMBUILDING

OPTIMIZE TEAMWORK AND CREATE BOTH WELL-BEING
AND TOP RESULTS

Duration: From 1-2 days course eg from 9-16

This course is about team building and how it can help create positive results. Being able to work together across both the individual employees' professionalism and personality types has never been more important than it has become now. And the reason is simple: All processes are becoming more and more complex and therefore it requires a deep specialized professional insight to follow within each discipline – and therefore it becomes crucial to be able to share knowledge and think as a whole. Teambuilding helps to create a good unity and optimize the cooperation in a team.

Take home value:

- Tools for building trust internally in the group in order to gain trust externally
- Methods to increase awareness of success criteria – at individual, group and organizational level
- Insight into common values, as a starting point for High Performance Teams

Participant profile

All employees and managers who must be able to function efficiently and dynamically in a complex process.

Content

- to create a good working environment at the relational level (increase EQ: emotional intelligence in the group)
- to clear up any misunderstandings of each other's starting point for co-operation.
- to gain real insight into each other's talent potential

Form

The teaching alternates between presentations and exercises. Typically, day 1 will be more learning oriented and a 2nd day for practical work.

PROGRAM FOR THE DAY

09.00 Why work with High Performance teams?

- What is a High Performance Team and how is it different to a regular team?
- Increased complexity is the driving force – 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 keys to success we know characterize an HPT – and learn from the best

10.30 Break

10.45 How to 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 Lunch buffet and coffee

13.00 Build the optimal team

- How good is your team at High Performance 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 already determined, how do you develop it towards better performance?
- What is the ideal size of the HP team?
- How does your team become better at optimizing each other's professional competencies, individual strengths and differences?

14.00 Break

14.15 Team culture – cohesion

- Gain basic insight into the 5 phases of the team
- How good is your team at High Performance in relation to the five phases?
- What do you need to do more of – and less of – to make your team a more HPT?
- How to promote an environment of mutual trust
- Create clarity about roles, responsibilities, competency 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 blame
- Conflicts are signs of diversity – use them to lift the team to a higher level

15.45 Presentation for day 2

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

16.00 Rounding off

Concluding summary.

Possible day 2

The first day's teaching is mainly learning-oriented and therefore you can advantageously connect a workshop-based day 2, so that the employees get concrete new tools, as well as a familiarity with working with the HPT methods.

It applies to both days that we take a morning and an afternoon break of approximately 10 to 15 minutes duration. Mobile phones must not be open during training, and it is strongly recommended that meeting times be observed, as teaching can be difficult to start before everyone is present.

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

