COURSE DESCRIPTION
Team Building and Team Training

Rationale
As organizations become more flat and less hierarchical, teamworking is quickly becoming the preferred practice in many firms today. Since teamwork involves people interacting with one another, it makes sense to learn by participating in interactive activities. **This program adopts an experiential approach to enable participants learn about how to build up a team and work with others by way of interactive games and discussions. Skills learnt in this program will help participants build their own teams at the workplace.**

Objectives
While specific learning objectives vary according to a client's needs, all versions of this program share the following generic objectives.

At the completion of the course, participants will be able to:
1. Identify the key elements required in effective teamwork
2. Build up and lead a team
3. Contribute to good team work
4. Work with others

Audience All levels of staff.

Methodology *Experiential games, discussions*

Duration 0.5 day, 1 day, or 2 days (depending on needs)

Course Outline

As this program is intended to address a client's specific needs in teamworking, its content and rundown will always be custom-designed to reflect the client's needs, constraints, and culture. Nevertheless, regardless of its specific contents and activities, all versions of this program share the following **common features:**

1. **Theme-specific**: While effective teamworking encompasses certain common key elements, the specific emphasis a team needs vary. For best investment of time, our training professionals will conduct *a needs analysis* to identify a specific theme for the program. Some frequently identified themes include: Communication, Collaboration, Conflict-management, Creative Thinking, Cross-functional Teamwork, Managing Diversity…to name just a few.
All activities to be included in the program will center around the identified theme.

2. **Experiential learning**: Both research and experience show that this is the most effective approach to learn team building. Participants will take part in *fun-filled games or exercises*, often requiring them to complete a task collectively. To do so, participants need to come up with plans and tactics, and to communicate and collaborate with each other. Learning will be achieved through their interactions and the ensuing *facilitated discussions*.

3. **Practical tools and skills**: While most team building programs stop at an awareness level, our programs take participants one step further. Depending on the client's needs, *specific tools and skills will be introduced and practiced*. Learning will be achieved in the practicing and the feedbacks received.

4. **Modular**: A module is a self-contained component of the program with its own learning objective and learning events. Each module is approximately an hour to 1.5 hour in duration. This modular nature provides the program with a structure while allowing a high degree of flexibility. As such, the program can take on multiple themes and can be delivered in varying timeframes.