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## TEAM RE-BUILDING

**ELSABÉ MANNING** designs and facilitates Team Re-Building workshops with great success.

Rebuilding a team may entail all or some of the following:

1. Emotional Intelligence training.

2. Defining the term 'team'.

3. Uncovering and resolving team issues.

4. Overcoming obstacles.

5. Healing broken relationships.

6. Where applicable, writing a team strategy (aligned to the organisation's strategy) which may include:

   a. Team vision and mission.

   b. Team Values.

   c. Clarify roles and responsibilities.

   d. SWOT on team and individual members.

   e. Team and individual's goals and objectives.

7. Discussion around expectations:

   a. Team's expectations of team leader.

   b. Team leader's expectations of team.

8. Commitment.

What constitutes a team? How do you recognise and create one? Frequently people misconstrue a group of people for a team. A group is simply that – a group of people. A team on the other hand is defined as a group of individuals assembled and organised, formally or informally, to work together to achieve some shared objective.

A real team is a group of committed individuals working together towards clearly defined goals, and a common vision, in an atmosphere of mutual trust, truth, care and support for each other and a willingness to take specific action.

Success Factory

This workshop will help individuals to identify their roles and responsibilities; create common values and clarify the changes each member has to make in order to work together toward their [written down] common goals. They will also commit to communicating more effectively with each other.

Teams develop at different rates and with unique patterns that depend on the task, the setting, the members' individual characteristics and behavioural patterns and the style of leadership to which they are exposed. Characteristics of groups include structure, status hierarchy, roles, norms, leadership, cohesiveness and inter-group conflict. These characteristics pervade all groups. In an informal group, they emerge from within the unit; in a formal group, they are established by the managerial process.

## TEAM RE-BUILDING PROCESS

1.  We conduct a thorough evaluation on the team before the Team Re-Building to uncover issues and team dynamics.
2.  All our Team Re-Building workshops are designed for maximum impact; team and organisational effectiveness.
3.  Our Team Re-Buildings produce sustainable results. Once team members truly understand the consequences of their behaviour, deep insight and change in behaviour result.
4.  Elsabé Manning personally conducts all the highly confidential Team Re-Building workshops. She studied team dynamics and has many years' experience in creating individual and team paradigm shifts.
5.  Elsabé conducts Team Re-Building workshops with great success from foundation to Board level in a vast array of industries and organisations.

## OUTCOMES
Please note that each workshop will be tailored to suit your team's specific needs.

## Team members will…
1.  Understand the Emotional Intelligence principles and their own and others' behaviour better.
2.  Discuss issues respectfully and openly.
3.  Desire and commit to working together as an effective team.
4.  Identify individual's and team's strengths and weaknesses and put appropriate measures in place.
5.  Learn and commit to communicate more openly and with more integrity.
6.  Define roles and responsibilities. (if necessary)
7.  Clarify expectations.
8.  Identify common values, goals and objectives.

9. Start to listen to each other.

10. Learn how to prevent and resolve conflict in an appropriate manner.

11. Learn about and commit to provide effective feedback.

12. Discuss and commit to building trusting, respectful, co-operative relationships with each other.

## DURATION

This is a one or two day programme – depending on the size of the team and the issues at hand.

**IMPORTANT!** At no stage will the team leader be disempowered in any way.