



**4D Group**

## **TEAMBUILDING – HORIZONTAL AND VERTICAL**

### **Who Would Benefit**

Senior delegates with some experience of team-working, who want to enhance their repertoire of styles and techniques for teambuilding. (Some pre-programme reading is recommended, and an optional element of this programme is the application of a 360-degree feedback instrument, tailored to the delegate or the organisation.) This programme may be of particular benefit to whole teams able to find the time together to work on progressing some real-life issues or tasks.

### **Objective**

By the end of the programme, you will be able to specify how you could apply three new approaches to teambuilding – with your staff, peers and more senior managers - to achieve substantial, measurable benefits. Whole teams will be able to point to measurable progress on the real-life issue or task they brought along.

### **Content**

- Culturally - What sort of team do you want?
- Physically – How does what sort of team you have (manager and staff, amongst peers, project, vertical with your manager and other senior managers, virtual, remote) affect teambuilding?
- Practising building teams with fellow delegates
- Understanding the impact of dynamics and the emergence of roles in teambuilding
- Developing team identity and commitment to goals
- Generating good communication and openness in teams
- Determining norms and boundaries in teambuilding
- Handling disagreement and conflict in teams
- Practising giving feedback and support to team members
- Preparing to balance the need for doing, thinking and caring in teams
- Planning to create an effective and efficient team

### **Duration**

One day intensive programme that can be extended and deepened