

The University of Toledo
College of Business Administration
Executive Center for Global Competitiveness

TEAMWORK AND PRODUCTIVITY

Program Overview

Much of the work that's accomplished in business gets done through teams, but building and leading a group of diverse people is a difficult task. Communicating priorities, focusing efforts, and harnessing the collective power of a team are every leader's greatest challenges. How a team functions determines what it achieves. Each team, like each person, has its own identity and nature. People have a propensity to be a part of something bigger than they are individually, and take pride in what they can accomplish working together. This is a source of the good chemistry that motivates members to high performance, and ultimately, keeps them from leaving the organization.

Who Should Attend

This seminar is appropriate for team members who would like to improve the performance and cohesiveness of their team. It will provide the tools to not only improve their team chemistry for better results, but to also discover their own unique strengths in order to be more fully engaged as team members, be it in the shifting roles of a leader or a follower.

Program Objectives

This program will help participants:

- Identify the characteristics of high performing teams
- Assess how well their team is functioning
- Develop concrete, specific actions that they and their team can do to improve performance
- Know when to lead, follow or get out of the way
- Make interdependence work for the team, not against it
- Build trust, rapport and accountability among members
- Facilitate communication between members

Program Topics

- Understanding the stages of development teams experience, and how to make it through them
- Engaging members in problem-solving and decision-making situations
- Getting a team to internalize the organization's mission, vision and values
- Identifying obstacles to team productivity and high morale
- Discovering individuals' strengths and harnessing the power of collective talent
- Getting a team to "gel" and create the chemistry that becomes self-motivating
- Increasing commitment and personal accountability to the team's goals
- Understanding the rotating role of leadership and followers among members

About the Instructor

Mike McCartney is an Adjunct Faculty in the College of Business Administration at The University of Toledo. He has helped organizations large and small leverage the human side of high performance, in the spirit of their mission, vision and values. Mike's expertise is helping senior leadership and mid-management teams optimize their collective talent to execute strategy and achieve goals. His communication and facilitation skills are based on careful listening and a keen sense for group dynamics. As a keynote speaker, Mike is engaging and entertaining, wrapping his content around your core message, so people leave with new insights, an upbeat feeling about their organization, and a bias for taking action. Mike's background includes a 27 year career with The Andersons, a Fortune 1000 corporation, where he directed its organization and leadership development. He holds a degree from Ohio State University and numerous certifications.

Examples of other topics in which Mike specializes include:

- Coaching: Bringing out the Best in Others
- First Time Manager
- Critical Confrontations
- Situational Leadership
- Speaking Effectively to Groups
- Improving People Performance Problems

If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, the Director of ECGC, by calling 419-724-2591 or via email at carrie.herr@utoledo.edu.