Program Overview

Much of the work that’s accomplished in business gets done through teams. But building and leading a group of people, often with diverse thinking, is a difficult task. Establishing priorities, focusing efforts, and harnessing the collective power of a team are every leader’s greatest challenges. How a team functions determines what is achieved. People naturally enjoy being part of something bigger than they can be individually. Members take pride in what they can accomplish working together. This is the esprit de corps that motivates members to higher performance, and ultimately, keeps them from leaving the organization.

Program Outcomes

Participants will leave with…

- new insights on themselves as team leaders and members
- increased understanding of team dynamics for positive motivation
- knowledge of collaboration and cooperation de-railers
- real-world approaches for application of learning on-the-job

Program Objectives

During this seminar participants will:

- Identify the characteristics of high performing teams
- Assess how well your team is functioning
- Describe the critical stages of team development and how to recognize them
- Identifying obstacles to team motivation and results
- Develop concrete actions to improve motivation and performance
- Embed team building in the organization’s mission, vision and values

Program Topics

- Engaging members in problems-solving and decision-making situations
- Discovering individuals’ strengths, and harnessing the power of collective talent
- Anchoring accountability into the team culture
- Getting a team to “gel” and become self-motivating, self-governing
- Increasing commitment and personal accountability to the team’s goals
- Understanding the rotating role of leadership and followership among members
- Knowing when to lead, follow or get out of the way
- Making intra-dependence work for the team, not against it
- Building trust, rapport and accountability among members
- Facilitating communication between members

About the Instructor

Mike McCartney is an Adjunct Faculty 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.

If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, the Director of CFCl, by calling 419-530-2037 or via email at carrie.herr@utoledo.edu.

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