

Individual and Group Dynamics: Building Effective Teams

Quick Look: 3-day program / \$1,495.00 / Can be customized

OVERVIEW

MindSpring Consulting recognizes that there are many diverse forces, needs, and perceptions at work within any group. Some groups require individuals strong in sequential step-by-step progression. Other groups rely upon individuals versatile in random, three-dimensional, creative patterns. The entire organization benefits when team members increase their awareness of these dynamics.

To maintain and nurture an effective team and to be able to predict their success, it is important to assess the strengths, weaknesses, and needs of the individual. Assessing the role the individual plays in relationship to the above goals is essential but it is equally important to know what skills are required in order for the team to succeed. It is not simply a matter of offering a “cookie-cutter” solution to everyone.

Using a style delineator, participants will examine and refine their understanding of the dynamics related to successful teams, develop appreciation for differences, and understand how to nurture those differences.

This program will contain a three (3) step approach:

STEP ONE: PREPARATION

At the beginning of the program, using the assessment, we will assess the individual within the group. This profile will identify:

- What is easy for the individual to do.
- What kind of work environment the individual prefers.
- Areas in which the individual may have difficulty.
- What the individual may need to learn.

STEP TWO: ADDRESSING THE FINDINGS

Using an approach that serves as a self-awareness lens into the internal dynamics and forces within the group, individuals will:

- Examine and explore their perceptions, values, and communication patterns.
- Look at the barriers to their own individual growth and potential.
- Understand more accurately than before their relationship to the group and their degree of willingness to enhance that role by improving their own individual style.

STEP THREE: HITTING THE MARK

Individuals at this point will identify crucial dynamics affecting their own individual performance or dynamics that are related to the team as a whole and begin to create solutions and responses to those dynamics.

Interactive and experiential, this program will substantially increase the participant’s understanding of how effective teams function and what they can do about it.