

## New Team Building Workshop

As a group of new recruits your team will be starting at stage one of the Team Life Cycle, 'Forming'. This Team Building workshop will provide multiple experiential opportunities for each new recruit to find out as much as possible about the other managers they will be working with.

The team building session will address the changes at an individual and group level that will occur when employees move on site and through the first 6 weeks of opening. During this second life cycle stage of 'Storming' it is inevitable that employees will come into conflict at some point because of differing goals and personalities. Managers need to be equipped to deal with this stage in the management team and within the teams they manage.

### Workshop Content

- Starting at the start we review groups V's teams. What makes a team and what are the personal and business benefits of growing a strong team.

Within any business there are many teams and sub teams. This session focuses on developing this group into a strong management team with

- Personal disclosure, getting individuals to reveal information about themselves – *Who am I?*
- Our differences and the strengths that this brings to the team - *Shaper*
- Working together using our differing strengths and team working to problem solve – *Webmaster*

Trust is highly important between each manager and between a manager and their staff. This is developed with

- Building Trust – *Sheep Dog Trials*

This group of managers needs to be an effective team of 'leaders'. In this session the following skills are developed

- Building Teams, Leadership Skills, the Importance of Effective Team Briefings, Clear Objective Setting – *Team Challenge*

The workshop learning must be transferred to the workplace this is achieved through the development of

- A Team Building plan and a 'Storming' plan, understanding how the 'people' focus will change during the coming months

Team Building