



Maximizing Individual & Collective Performance

In this course, you will develop a profound understanding of what constitutes a high performing team and fundamental knowledge on how to lead effectively individuals towards the accomplishment of collective goals.

As a team leader, leveraging each team member to his/her full potential requires cultivating a climate of trust, strong collaboration and mutual respect with and amongst individuals. Such team leadership skills not only build strong teams, but strengthen the overall organizational capacity.

8 HOURS A WEEK

Week 1

- *Creating highly effective teams*
- *Building an effective team*
- *Using team reflexivity (i.e. task and social reflexivity)*
- *Components and key success factors of team effectiveness*

Week 2

- *Developing team leadership capabilities*
- *Tasks of team leaders*
- *Skills of team leaders*
- *Avoiding leadership pitfalls*
- *Types of team leadership*
- *Team leadership development*

Week 3

- *Developing creativity and becoming a good team player*
- *Qualities of a good team player*
- *Team collaboration*
- *Team decision-making & avoiding group cognitive biases*
- *Creating a climate of psychological safety*
- *Supporting team creativity & creative problem-solving*

Week 4

- *Team conflict resolution*
- *Role of emotional, informational and practical support*
- *Types of conflicts*
- *Conflict resolution and mediation techniques*

Week 5

- *Final assessment*

5 weeks

Online course



72
LECTURE
VIDEOS



6
EXECUTIVE
INTERVIEWS



4
INTERACTIVE
EXERCISES



12
READINGS
& CASE STUDIES

Course Details



Week 1

During the first week, you will explore the four different types of teams based on their level of task and social reflexivity, identify which type you currently belong to, and more importantly, how to shift your team into effective mode. You will also discover about the benefits of using teams and formulate the golden rules of highly effective teams.

Week 2

During the second week, you will explore different personality classifications and find the ways on how they can be used in a business environment. You will discover how to design the team's mission and vision using emotional impact, and how to link them with your business strategy.

Week 3

During the third week, you will learn about the qualities that enable you to be a good team player and how you can develop them. You will explore how innovation influences team performance and learn different tools to improve creative competencies.

Week 4

In the fourth week, you will discover the ways of dealing with conflict in a business environment and how to choose the best approach for resolving a particular conflict situation. You will explore what communities of practice are, their benefits for the organization and how to make them effective.