

TEAM LEADERSHIP

Learning Design

SECTION	DURATION	KEY CONTENT
LAUNCH Participants complete LAUNCH assignments.	30-45 min	<ul style="list-style-type: none"> View <i>Team Leadership Preview</i> video Complete the Team Assessment questionnaire; invite team members Complete the Discover Team Leadership learning module Explore the Team Leadership App Download the Team Assessment Report sample
LEARN & PRACTICE Welcome	45 min	Welcomes participants with a team activity. Explores Blanchard's team research.
Building High Performance Teams	5 min	Introduces focus areas necessary for building high performance teams, and presents the Team Leadership Model framework.
High Performance Teams Mindset	5 min	Explores four beliefs that make up the mindset of all high performance teams.
Team Stages	25 min	Reinforces learning and explores productivity, morale, and team stage descriptors.
Team Leadership App	5 min	Introduces Team Leadership App as a just-in-time tool.
Team Assessment—Team Stage	5 min	Explains how to interpret the Team Assessment Report. Explores sample report overview, top takeaways, and team stage perceptions.
Team Leadership	10 min	Explores top leadership behaviours research. Tests participant knowledge of directive and supportive behaviours. Introduces four leadership styles.
Observing Team Dynamics	10 min	Introduces the concept of observing team dynamics and areas for observation.
The Morgan Products Story	5 min	Present the characters of The Morgan Products Story and explain how the videos will be used during the session.
Team Stage 1—Orientation	10 min	Allows participants to diagnose video team stage as T1—Orientation. Reinforces T1 descriptors and mindset.
Align for Results	30 min	Reintroduce T1 focus and actions to align for results. Explore data from sample report. Explore elements and benefits of a team charter.
Leadership Style 1—Structuring	15 min	Shares leader intentions. Teaches S1 leadership behaviours. Demonstrates a Structuring leadership style.
Team Stage 2—Dissatisfaction	10 min	Allows participants to diagnose video team stage as T2—Dissatisfaction. Explores multicultural and globally-dispersed team challenges. Reinforces T2 descriptors and mindset.
Communicate during Conflict—Part 1	15 min	Reintroduces T2 focus and actions to communicate during conflict. Explores data from sample report. Allows participants to diagnose video team stage as T2—Disillusionment. Explores virtual team considerations.

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SECTION	DURATION	KEY CONTENT
Communicate during Conflict—Part 2	65 min	Teaches Participate with Candour and Listen with Curiosity. Explores Conversational Capacity and provides skill practice.
Communicate during Conflict—Part 3	15 min	Explores Valuing Diversity. Explores the meaning and benefits of diversity in the team setting.
Leadership Style 2—Resolving	20 min	Teaches S2 leadership behaviours. Demonstrates Resolving leadership style. Allows for Style 2 Conversation skill practice. Reinforces sweet spot conversations and team charter.
Team Stage 3—Integration	6 min	Allows participants to diagnose video team stage as T3—Integration and practice observing team dynamics skills. Reinforces T3 descriptors and mindset.
Build Team Cohesion	23 min	Reintroduces T3 focus and actions to build team cohesion. Explores data from sample report. Uses discussion to explore team actions at T3.
Leadership Style 3—Supporting	20 min	Teaches S3 leadership behaviours. Allows for Style 3 Conversation skill practice. Reinforces S3 leadership behaviours. Demonstrates Supporting leadership style.
Team Stage 4—Production	2 min	Reinforces participant understanding of T4 descriptors and mindset.
Sustain High Performance	13 min	Reintroduces T4 focus and actions to sustain high performance. Explores how teams sustain high performance. Explores data from sample report.
Leadership Style 4—Validating	8 min	Teaches S4 leadership behaviours.
Leadership at All Stages	2 min	Presents actions and behaviours a leader should take at all team stages for moving the team to high performance.
Process Check	5 min	Introduces process check and team meeting structure. Reminds participants of their role as participant-observers.
High Performance Teams Road Map	1 min	Reintroduces and summarises the high performance team road map. Introduces the action plan.
My Back-home Team	10 min	Provides action-planning practice in preparing for a conversation with the back-home team.
Wrap-up	10 min	Presents next steps, MASTER tools, and assignments. Revisits team-for-a-day posters with group activity and sharing. Closes the session.
MASTER Participants complete MASTER assignments.		<ul style="list-style-type: none"> • Access your personal team’s Team Assessment Report and review results; schedule and conduct a team meeting to discuss results within two weeks. • Use the Team Leadership App to diagnose your team’s stage of development. • Download the Team Charter Worksheet; schedule and conduct a Team Charter meeting with your team within two weeks. • Download the Team Dynamics Observation Worksheet; practice participant-observer skills and then provide feedback with a process check during your next team meeting.