

TEAM BUILDING TO BUILD TRUST WITHIN OR BETWEEN TEAMS

LEVEL	DURATION	DELIVERY	
beginner intermediate	16 hours	in-person and virtual	Team Building

Your CI International facilitator may assign Patrick Lencioni's Five Dysfunctions of a Team as pre-reading for this session. The facilitator will also conduct pre-interviews with each member of the team in order to understand the trust issues and appropriately customize this two-day facilitated session. The following objectives, activities, and topics are offered only as examples. During the session, your facilitator will also offer individual feedback to team members about their participation, communication skills, and other areas as appropriate.

COURSE OVERVIEW

COURSE OUTCOMES

- Get to know each other on a more personal level
- Move from a group mentality to a team spirit
- Increase accountability for all team members
- Create a sense of ownership, pride, and confidence to deal with challenges that will be faced by the individuals—and the team
- Identify and agree upon new communication norms for the team
- Improve individual relationships on the team
- Make commitments for improving trust on the team

BUSINESS NEED

When a team stops functioning effectively the issue often reveals itself to be a lack of trust. Leaders shouldn't wait for lack of trust to become an explicit topic of conversation because that may never happen. Absence of trust is a subtle, creeping phenomenon that may derail your team before anyone notices that it's happening.

COURSE TOPICS

Opening

- Objectives and professional guidelines for the session
- “Clock” activity to get to know each other on a personal level
- Individual introductions: greatest takeaways from the pre-reading assignment, and desired outcomes for the session

Addressing Avoidance of Accountability

- Identify ideal leadership characteristics
- Classify as skill, attitude, or knowledge
- “Johari window” model to identify blind spots
- Feedback activity: what can I do to be more successful with you?
- “Ladder of inference” model to identify baggage that must be left behind

The Trust Model

- Defining trust
- Trust assessment
- Discussion to process Five Dysfunctions model
- “Skillful discussion” model and the importance of honest debate

Closing

- Identify perceptions about the session
- Make individual commitments: what will you do differently to increase trust and accountability?

COURSE SCHEDULE

Typical Course Duration



Virtual: 8 hours



In-Person: 16 hours

AM

PM

**DAY
1**

- Getting to know each other
- Activities and discussion

- Getting to know each other (continued)
- Defining success: identify the ideal team and the mission

**DAY
2**

- Identify potential barriers and preventative measures
- Discuss and agree on roles and responsibilities

- Identify top three priorities, success measures, key messages, and next steps

This course is offered with duration options: from 8 to 16 hours

Our typical syllabus for team building is two-days in length, but we will work with your primary point of contact and potential participants to identify organizational needs, finalize course goals and determine expected outcomes.

COURSE DETAILS

Delivery Methods



Virtual: 30 participants



In-person: 30 participants

FIELD OF STUDY:

Facilitated Team Building

COURSE LEVEL:

beginner intermediate

LEARNING METHODS:

facilitated large discussion
 facilitated small discussion
 indoor activities
 practice activities

EQUIPMENT:

easel/markers
 LCD projector and screen

SUGGESTED PREREQUISITES:

None

RECOMMENDED FOLLOW-UP:

Team Building for an Existing Team, Team Building to Enhance Conflict Skills, Team Building for Teams Experiencing Change, Team Building to Improve Employee Engagement, Team Building for New Teams

We recommend that clients contract for our facilitator to conduct team member interviews prior to the session in order to assess the needs and dynamics of your team. Pre-session assessments such as the Myers Briggs Type Indicator (MBTI),