

Managing a winning team!

Great managers know how and when to adapt!

The role of manager is often taken for granted. For example, it's not uncommon to see a star employee, someone who performs above expectations, being "rewarded" by his employer by becoming the manager of a team. If it works so well for him, he'll be able to manage others to do the same, right?

This kind of action too often leads to a lot of confusion within a team. This training course "Managing a winning team" offers managers a plethora of tips, tricks, techniques to first identify a common goal that can be shared by all team members, do follow ups that will keep the momentum going and help raise the "work maturity" of the team.

Managing a winning team starts by adapting our own leadership!

Well-being and performance are both achievable together!

Course plan: Managing a winning team!

1.1 General information:

- ❑ **Title of this activity:** Managing a winning team
- ❑ **Length:** 3.5 hours
- ❑ **Continuing Education Credits:** 4
- ❑ **Number of participants:** 15 to 25 preferably (Onsite)
- ❑ **Targeted clientele:** Managers and employees alike
- ❑ **Training material:** All of the participants will receive a training manual. The facilitator will use a Power Point presentation as a visual support.
- ❑ **Learning strategies:** This course is deployed as an interactive lecture, with several group discussions. The participative style of presentation is very important with these types of sessions in order to fully implicate all of the participants in the learning process.

1.2 Main objective:

Define what a winning team is as well as the tangible actions needed to bring said team to the next level of maturity and performance.

1.3 Specific objectives:

By the end of this course, the participant will know how to:

- Define the criteria of a winning team
- Identify problems that prevent a group from becoming a winning team
- Use several real-life techniques to stimulate a winning team (and keep it stimulated)

1.4 Required knowledge

This course is intended primarily for managers. It can also be given to employees to help them better formulate their demands and expectations towards their managers. The cost of poor management affects all employees of a company, no matter the industry or the tasks. In other words, no special knowledge is required to attend this course.

1.5 Course plan

✓ Chapter #1: Define the criteria of a winning team

- ❑ Exercise: What is your vision of a winning team?
- ❑ The key to your success in management
- ❑ Group or Team?
- ❑ The goal of a group vs a team
- ❑ Three questions to ask
 - The Synergy Equation
- ❑ Define a great objective : SMARTE
- ❑ The four stages of a winning team (Tuckman)
 - Forming
 - Storming
 - Norming
 - Performing
- ❑ Situational Leadership (Hershey – Blanchard)
- ❑ The chameleon
- ❑ The leader's buy in!
- ❑ The nine roles of the manager of a winning team

✓ Chapter #2: The problems preventing a group from becoming a winning team

- ❑ The five types of problems blocking performance :
 - Problems related to the task or work-related content
 - Organisational problems
 - Labor relations issues
 - Problems related to the physical and technical environment
 - Problems related to the company's socio-economic health
- ❑ The company culture
- ❑ Canadian Stats
- ❑ A conclusive analysis
- ❑ The consequences of bad management for the company

✓ **Chapter #3: Techniques to stimulate a winning team and keep it stimulated**

- ❑ 6 examples of actions and collective prevention
- ❑ Focus on the strengths
- ❑ The responsibility of the company
- ❑ How to sit down with an employee
- ❑ Your words matter
- ❑ The Baseball principle
- ❑ Responsible means... what?
- ❑ When all is well...
- ❑ 11 tricks to reach that winning state