



LEADERSHIP: A DIVE INTO GROUP DYNAMICS, CONFLICT RESOLUTION, & TEAMBUILDING

Why THIS course?

Developing a team of professionals is not a once-a-year activity, and doesn't follow the clean guidelines of a traditional leadership course. It's a year-round, ongoing commitment to things like maintaining a consistently healthy and positive culture while doing business in a world that never stops changing. It means offering continuous development for your team, and yes the occasional ropes course or group activity outside of work is good – but not a replacement for ALL OF THE OTHER THINGS THAT NEED TO COME FIRST!

It's rare to have a leader with only 1 direct report, so for practicality let's assume leadership also means at minimum a group of individuals who need to think and act like a team. Team leadership starts with teambuilding, which is a constant mix of learning, adapting and accomplishing goals. Success rests largely in the ability of the group (a leader plus other employees) to transform themselves from individuals into a team. Simple in concept, but in practice, often a complex and challenging task!

It involves a lot of work on the part of the leader to understand his or her individual team members, their personalities, their goals, and their motivators and the best way to communicate with them. Groups inevitably develop into micro-cultures and whether that culture tends to be positive and productive or toxic and fruitless depends largely on the ability of the leader to understand both the individual and the group dynamic well enough to resolve the inevitable conflicts, and help the members turn differences into strengths and conflicts into growth.

Course Objectives:

- Evaluating personality types and integrating them into the group dynamic
- Personality assessment tools (Myers-Briggs, DISC & Other)
 - What these tools ARE and ARE NOT
 - How they've been used
 - Why they fail
 - How they can benefit any team or organization
- Communication – how and why it fails and how to get it right
- Transforming conflict into focus and alignment
- Getting to the root cause(s) of “people problems” (or “problem people”)
- Transparency, Integrity, Trust and Loyalty – how they're related and why they're vital
- Group discussions & Team exercises focused on practical application of course material