



Center for
Creative
Leadership

www.ccl.org

Quick Facts

Tuition: \$5,300

Length: 4 days

Average class size: 20

Instructor/Participant ratio: 1:10

Offered in: Colorado Springs, CO, USA

Delivered in English

To register:

Visit www.ccl.org/ltfi or call:

CCL- Americas 1 800 780 1031

Leading Teams for Impact

For any leader in charge of maximizing team performance, including cross-functional and virtual teams, or leaders who are responsible for creating team-based organizational systems. Also geared for team members that can influence leadership and collaboration on their teams.

Overview: To win in business, you can't go it alone.

Being an effective leader means that you have the ability to lead a team toward a common goal.

When it's done right, the team wins and the organization moves forward. But it's not simple. The process of figuring out how to find the combination of leadership and structure to lead a successful team is among the biggest challenges in business today.

That's where the Center for Creative Leadership's **Leading Teams for Impact** program can help.

Our experience has taught us that teams traditionally come together, from a variety of backgrounds and experiences, to find solutions to complex business challenges. To work effectively, teams must have three things in place: collaboration, trust and accountability.

These factors can be hard to achieve, especially when team members are pulled in different directions, have different job functions or work in different time zones or even on different continents. Leading Teams for Impact teaches leaders and team members research-proven ways to overcome challenges and achieve successful outcomes.

Organizational Outcomes

As a result of applying the lessons from this program, you will lead your team to achieve the following outcomes:

- Demonstrate commitment to team success by delivering results despite external pressures and work responsibilities
- Share responsibility for effective group dynamics, trust building and conflict resolution
- Meet the changing – and often complex – needs of a co-located, virtual, or dispersed team

(continued on back)

Agenda

Phase I: Assessments

In addition to completing assessment instruments, you are asked to conduct structured interviews and observations of your team prior to attending the program.

Phase II: Face-to-Face Group Session

Day 1: Team Immersion

- Introduction to program and framework for team effectiveness.
- Personality and leadership style in team environments. Here, you will receive results from an assessment that focuses on workplace behaviors associated with team leadership.
- Practice and immersion in team challenges.
- Collaborative application - team members apply what they have learned to back-home team challenges. (Also occurs at the end of Days 2 and 3.)

Day 2: Intra-team Dynamics

- Leading teams through conflict.
- Creating the environment for true collaboration. You will participate in an activity that focuses on building trust to learn how to best increase team effectiveness and collaboration.
- Receive multi-rater feedback that addresses your ability to create trusting relationships in groups and teams.

Day 3: Teams in Context

- Practice leading a team in a complex and changing environment.
- Coaching for team results: While working with a CCL coach, you will provide peer consultation and feedback to members of your sub-team; and coach each other on key issues in your team back home.

Day 4: Integration and Alignment

- Align stakeholders to maximize the impact and success of your team.
- Taking it back: you will develop strategies and a plan for reconnecting with your team back home, so that the team as a whole can benefit from your experience in this program.

Phase III: Post-program

Participants continue their development by working with their teams to apply what they have learned.

Organizational Outcomes (continued)

- Influence others within the organization, so that the team can achieve greater results

Additionally, you will:

- Develop strategies to apply lessons learned within your own team
- Understand how your own behavior contributes to team performance
- Learn how to make trust and open dialogue a shared responsibility of each team member – and quickly bring to the surface and resolve conflicts and differences among team members
- Review skills that enhance your ability to more effectively lead virtual or dispersed teams
- Learn to employ a research-based framework to assess the needs, characteristics and dynamics of a team
- Learn a variety of tools to better leverage your team