



## Leading Teams

Understanding the dynamics of effective team leadership means better output, happier and more inspired people, and a smoother workflow.

This module outlines what you need to understand to plan, build, and lead the most effective and productive teams possible. When a team is functioning at its best, something magical happens. Everyone is focused, everyone is excited, and the synergy between people grows exponentially.

This can be called a team of trust, and the last section in this module looks specifically at that concept. When you become a leader who can lead a team to this level, you become the kind of leader who is most in demand: someone who leads others to realize their full potential.

## Outcomes

1. Describe the characteristics of effective teams.
2. Describe the different types of teams.
3. Identify the four stages in Tuckman's model of team development.
4. Discuss the five dysfunctions of teams and how to address each as the team leader.
5. Identify behaviors and actions used to improve team performance.
6. Describe the team problem-solving method and developing a team of trust.

## Recommended Learners

### Higher Education

- Undergraduate Students
- Graduate Students

### Business, Industry, Nonprofits, & Agencies

- Newly Assigned Employees
- Managers with Multifunctional Responsibilities
- Organizational Leaders
- Small Business Owners

**Order the below strategies in the sequence that you think would be most beneficial.**

Create a remote work policy to establish compliance and set out guidelines and expectations for remote workers.

Allow remote workers to own or lead collaborative projects

Continue to do virtual team building activities to strengthen the bond of the team

--Select--

--Select--

Hold Q&A sessions with executive leadership just for remote workers

Use phone calls and video calls (camera on) whenever possible, Check in frequently and regularly (daily stand-ups, weekly one-on-ones, etc.)

Provide channels for remote workers to provide feedback to the organization (we set up a dedicated email address to receive remote-employee feedback)

Continue to do virtual team building activities to strengthen the bond of the team

Train employees how to give recognition to everyone (in and out of the office)

*An example of a learning event in our Leading Edge Learning modules. The types of instructional content within the modules include: readings, videos, transcripts, audios, interactive questions, offline application exercises, flash cards, narrated presentations, matching exercises, relevant articles, downloads, a final exam, and other activities designed to engage learners based on recognized science of learning educational concepts.*

**Applications and Best Practices**

**Higher Education**

- ✓ Teaching leadership skills to undergraduate learners.
- ✓ Include in a career center for workplace skills development.
- ✓ Teach business English to non-native speakers.

**Business, Industry, Nonprofits, & Agencies**

- ✓ Developing the leadership skills of new employees.
- ✓ Helping new supervisors and managers with their leadership skills.
- ✓ Honing the leadership skills of senior leaders.
- ✓ Continuing Education Units (CEUs) for professional development and certification.

**Pricing**  
**Module is Approximately 3-5 Learner Hours**

1-100 Learners per Year  
 \$49 per Learner

101-500 Learners per Year  
 \$44 per Learner

500+ Learners per Year  
 \$39 per Learner