

Whenever a group of people begin to work together, the leader needs to be able to intentionally address both the 'seen' and 'unseen' dynamics of the group. This applies to all teams and groups, from your individual teams, cross-functional projects through to temporary working groups.

Leaders often have a greater comfort in managing the business processes and deliverables, but can be less comfortable managing group emotions, e.g., frustration, anger, passive behaviour and resistance.

This program offers an increased skill set for the handling of group dynamics; tensions can be managed and released, allowing more effective collaboration and productivity.



### Course Aims:

Our half-day training will allow participants to:

- ✓ Investigate group behaviour in order to effectively facilitate meetings (up to board level)
- ✓ Explore the impact of a structured or unstructured approach to meetings and when to use them
- ✓ Examine how emotions manifest within a group unconsciously, and how this impacts performance

### Course Objectives:

By the end of this workshop, delegates will be able to:

- Address group issues quickly and skilfully
- Identify and navigate the team dynamics for more effective and sustainable decision-making outcomes
- Identify their role in a group and how this role may impact their attitude, reaction and performance
- Recognise the stage of development of the group and how to manage it
- See what is happening at the different levels of the group - process, content and emotion - and discern how to manage them
- Respond to and manage group energy for improved collaboration, decision-making and results
- Recognise where 'group-think' is active and how to challenge this phenomenon

Duration  
1 Day

Max/Min  
Delegates  
16-12

Assessment  
Qualitative  
assessment  
by tutor

### Format:

- Pre-work included in course handbook
- Virtual working facilitated by 2 tutors depending on size of group
- Experiential process to engage and motivate learning from personal and group perspective

### Target Audience:

- CEOs
- Project Managers
- Team leaders