

Training Course on Building Core Team Competencies Workshop

Professional Development Training Course Outline

Category	Development	Duration	10 Days
Base Fee	\$3,000 USD	Delivery Mode	Online / On-site Hybrid

Course Introduction

Training Course on Building Core Team Competencies Workshop is designed to empower organizations by cultivating high-performing teams. In today's dynamic business environment, a team's collective capabilities are paramount to achieving strategic goals and fostering innovation. This workshop focuses on developing essential **teamwork skills**, enhancing **communication effectiveness**, and building a foundation of **mutual trust** and **accountability**. Participants will engage in practical exercises and case studies to learn actionable strategies for immediate implementation, leading to improved **team collaboration** and overall organizational success.

Investing in core team competencies yields significant returns, fostering a more engaged, efficient, and resilient workforce. By strengthening the fundamental building blocks of teamwork, organizations can experience enhanced **problem-solving abilities**, streamlined workflows, and a more positive and productive work culture. This workshop provides a structured approach to identifying and nurturing these crucial competencies, ultimately driving better business outcomes through **effective team dynamics** and a shared commitment to excellence.

Programme Curriculum

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Course Objectives

1. Enhance **team communication skills** for clearer and more effective interactions.
2. Develop strategies for building **trust within teams** and fostering psychological safety.
3. Improve **team collaboration techniques** to maximize collective output.
4. Learn effective methods for **conflict resolution in teams** to maintain harmony and productivity.
5. Strengthen **team leadership capabilities** to guide and motivate team members.
6. Foster a culture of **accountability in teams** where individuals take ownership.
7. Promote **innovation within teams** through creative problem-solving approaches.
8. Develop **emotional intelligence in teams** to understand and manage emotions effectively.
9. Improve **decision-making processes in teams** for more informed outcomes.
10. Cultivate **adaptability in teams** to navigate change and uncertainty.
11. Enhance **team cohesion** to build stronger working relationships.
12. Learn to set and achieve **shared team goals** effectively.
13. Empower **team member engagement** for increased motivation and contribution.

Organizational Benefits

- Competent teams work more efficiently and achieve higher output.
- Stronger teamwork leads to better synergy and shared success.
- Effective communication and trust minimize misunderstandings and disagreements.
- A supportive and collaborative environment fosters creativity.
- Competent and cohesive teams report greater job satisfaction.
- Diverse skills and perspectives within a strong team lead to more effective solutions.
- Clear and open communication channels enhance overall organizational flow.
- Teams with strong core competencies can adapt more readily to change.

Target Audience

1. Team Leaders and Managers
2. Project Managers
3. Human Resources Professionals
4. Supervisors
5. Cross-functional Team Members
6. Individuals aspiring to leadership roles
7. Organizational Development Specialists
8. Anyone who works in or with teams

Course Outline

Module 1: Foundations of High-Performing Teams

- Understanding the characteristics of effective teams.
- Identifying the key elements of core team competencies.
- The impact of team dynamics on organizational success.
- Introduction to various team development models.
- Assessing your team's current competency levels.
- **Case Study:** Analyze a successful project team and identify the core competencies that contributed to their achievement.

Module 2: Building Trust and Psychological Safety

- The importance of trust in team performance.
- Strategies for creating a psychologically safe environment.
- Fostering vulnerability-based trust within the team.
- Addressing and overcoming barriers to trust.
- Leading with empathy and authenticity.
- **Case Study:** Examine a team that overcame a crisis due to a high level of trust and psychological safety.

Module 3: Mastering Team Communication

- Principles of effective verbal and non-verbal communication.
- Active listening and providing constructive feedback.
- Facilitating open and honest dialogue within the team.
- Utilizing communication tools and technologies effectively.
- Navigating difficult conversations as a team.
- **Case Study:** Analyze a team where miscommunication led to a project setback and how they improved their communication strategies.

Module 4: Enhancing Team Collaboration

- Techniques for effective brainstorming and idea generation.
- Strategies for shared goal setting and alignment.
- Understanding individual roles and contributions within the team.
- Leveraging diverse perspectives for better outcomes.
- Tools and frameworks for collaborative work management.
- **Case Study:** Review a project where strong collaboration across different departments led to an innovative solution.

Module 5: Navigating Team Conflict

- Understanding different types and sources of conflict in teams.
- Developing skills in conflict resolution and mediation.
- Turning conflict into opportunities for growth and understanding.
- Establishing team norms for managing disagreements.
- Knowing when and how to escalate conflicts.
- **Case Study:** Analyze how a team successfully navigated a significant conflict and emerged stronger.

Module 6: Leading and Motivating Teams

- Different leadership styles and their impact on teams.
- Strategies for motivating team members with diverse needs.
- Empowering team autonomy and decision-making.
- Providing effective coaching and mentoring.

- Recognizing and celebrating team achievements.
- **Case Study:** Examine a leader who successfully motivated a struggling team to achieve high performance.

Module 7: Fostering Accountability in Teams

- Creating clear expectations and responsibilities.
- Implementing mechanisms for tracking progress and performance.
- Holding individuals and the team collectively accountable.
- Providing constructive feedback on performance.
- Addressing and resolving accountability issues.
- **Case Study:** Analyze a team where a lack of accountability led to project failure and the steps taken to instill a culture of responsibility.

Module 8: Driving Innovation in Team Environments

- Cultivating a mindset of creativity and experimentation.
- Techniques for generating and evaluating new ideas.
- Overcoming barriers to innovation within the team.
- Fostering psychological safety for creative risk-taking.
- Implementing innovative solutions effectively.
- **Case Study:** Review a team that developed a breakthrough innovation through a collaborative and creative process.

Module 9: Developing Emotional Intelligence in Teams

- Understanding and managing one's own emotions.
- Recognizing and responding to the emotions of others.
- Building empathy and rapport within the team.
- Using emotional intelligence to navigate team dynamics.
- Promoting a positive and emotionally supportive team climate.
- **Case Study:** Analyze a team where high emotional intelligence led to improved communication and collaboration.

Module 10: Enhancing Team Decision-Making

- Different models and approaches to team decision-making.
- Strategies for reaching consensus and making effective choices.
- Avoiding common pitfalls in team decision-making.
- The role of data and information in decision-making.
- Evaluating the outcomes of team decisions.
- **Case Study:** Examine a critical decision made by a team and analyze the process and outcome.

Module 11: Building Team Adaptability and Resilience

- Understanding the importance of adaptability in today's environment.
- Strategies for navigating change and uncertainty as a team.
- Developing resilience to overcome setbacks and challenges.
- Learning from failures and adapting future approaches.
- Fostering a growth mindset within the team.
- **Case Study:** Analyze how a team successfully adapted to a major unexpected change and maintained productivity.

Module 12: Strengthening Team Cohesion

- Activities and strategies for building stronger team bonds.
- Creating a shared identity and sense of belonging.
- Fostering positive relationships and mutual support.
- Addressing issues that may hinder team cohesion.
- Celebrating team successes and milestones.
- **Case Study:** Review how a newly formed team implemented strategies to quickly build cohesion and rapport.

Module 13: Setting and Achieving Shared Team Goals

- The importance of clear and aligned team goals.
- Utilizing frameworks like SMART goals for team objectives.
- Involving the team in the goal-setting process.
- Tracking progress and making adjustments as needed.
- Celebrating the achievement of team goals.
- **Case Study:** Analyze a team that effectively used shared goals to drive their performance and achieve significant results.

Module 14: Empowering Team Member Engagement

- Understanding the drivers of team member engagement.
- Strategies for fostering a sense of purpose and contribution.
- Creating opportunities for growth and development.
- Seeking and acting on team member feedback.
- Recognizing and valuing individual contributions.
- **Case Study:** Examine how an organization improved team member engagement and the positive impact on productivity and retention.

Module 15: Implementing and Sustaining Team Competencies

- Developing an action plan for applying workshop learnings.
- Strategies for reinforcing core team competencies over time.
- Measuring the impact of competency development initiatives.
- Integrating team competency development into organizational culture.
- Continuous improvement of team performance.
- **Case Study:** Analyze an organization that successfully embedded core team competencies into their ongoing practices and the long-term benefits realized.

Training Methodology

This workshop will employ a highly interactive and experiential training methodology, including:

- **Interactive Discussions:** Facilitated group discussions to share insights and experiences.
- **Practical Exercises:** Hands-on activities to apply concepts and develop skills.
- **Case Study Analysis:** Examination of real-world scenarios to understand best practices and challenges.
- **Group Activities:** Collaborative tasks to foster teamwork and problem-solving.
- **Role-Playing:** Simulated scenarios to practice communication and conflict resolution skills.
- **Self-Reflection:** Opportunities for individual learning and application.

Register as a group from 3 participants for a Discount

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Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- a.** The participant must be conversant with English.
- b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
07 Sep 2026	18 Sep 2026	Online	\$2,200
14 Sep 2026	25 Sep 2026	Online	\$2,200
21 Sep 2026	02 Oct 2026	Online	\$2,200
28 Sep 2026	09 Oct 2026	Online	\$2,200
05 Oct 2026	16 Oct 2026	Online	\$2,200
12 Oct 2026	23 Oct 2026	Online	\$2,200
19 Oct 2026	30 Oct 2026	Online	\$2,200
26 Oct 2026	06 Nov 2026	Online	\$2,200

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