

Leadership—Transforming Groups into Teams and Workplaces to Communities of Purpose



Course Length: 8 hours

In response to a continually shifting market forces, organizations are moving to a more collaborative community model to drive commitment, engagement, innovation, and focused action. Today's leaders are, therefore, more than managers. They are relationship entrepreneurs and community builders. Leadership's ability to develop and harness individual potential, transform groups to high-performance teams, and build power cultures centered on collective values, compelling vision, and a clear mission to achieve results is an imperative in today's business environment.

The course will begin with a creativity exercise to demonstrate the power of group collaboration in driving innovative thinking. And, the key activity in this course will be using a LEAN process diagram, Supplier, Input, Process, Output, Customer, Desired Outcome (SIPOCD) to help leaders and professionals build more effective relationships and improve influence.

Course Objectives

After completing these sessions, participants will be able to:

- Describe the nature and dynamics of groups and teams
- Define the qualities of dysfunctional teams
- Describe the characteristics of a high-performing and cohesive teams
- Examine the emerging characteristics of leadership
- Discuss the role of leadership in building flourishing organizations and cultures
- Illustrate the importance of designing and implementing a continuous process-improvement methodology in organizations
- Analyze organizational culture as a code of conduct/behaviors and also performance/actions
- Illustrate the important of organizational culture as the engine of competitive advantage

Course Agenda by Topics:

Module One - Teams: Harnessing the power of groups

- Differences between groups and teams
- Lencioni's Five Dysfunctions of a Team Model
 - Absence of trust
 - Fear of conflict
 - Lack of commitment
 - Avoidance of accountability
 - Inattention to results
- Team cohesiveness factor
- Group Performance Norms Model
 - Team cohesiveness
 - Team performance
- Review the creativity processes in groups

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Module Two – The Culture Advantage: Building collaborative learning communities

- The Waterline Model as a depiction of culture
 - Tasks and goals above the waterline
 - Process and relationships below the waterline
- Organizational culture and how it can create competitive advantage
- Leaders as the builders of high-performance cultures
- Leaders the embodiments of organizational culture
- Developing sustainable organizational communities
- From performance management to coaching relationship
- Mining the power of collaboration to drive team and organizational creativity
- The LEAN methodology as a process of integrating purpose into performance to improve leadership effectiveness