

## **Developing Team Performance with Andy James of Performance Development Consulting Ltd**

In modern organisations, there is constant pressure to adapt and deliver results in a dynamic, challenging and changing environment. Teams are a vital component in delivering organisational performance, yet research shows that genuinely high performance teams are rare. Increasingly organisational systems focus on individual, not collective performance, with much traditional team building or training focusing on 'bonding' and team dynamics; it lacks context and performance focus.

Join Andy James of Performance Development Consulting Ltd to learn more about the significant opportunities available for delivering greater performance results by tapping into the power of effective teams. Organisations need to be smarter by understanding and identifying where these opportunities lie. Once the potential performance impact of a team approach is clear, organisations need to provide the conditions for teams to thrive and deliver great outcomes.

This workshop aims to explore the opportunities for delivering enhanced performance through teams and to identify approaches for achieving this.

With the opportunity to look at a number of aspects relating to developing team performance, this workshop will benefit anyone that wants to:

- Understand how the concepts of teams and team working fit in modern organisations.
- Appreciate when it is appropriate to apply the team performance discipline.
- Explore opportunities for enhanced performance from teams at all levels within their organisations.
- Identify practical ways for applying a disciplined approach to achieving team performance improvements.

### **Approach and Content**

<b>Understanding Groups and Teams</b>	<ul style="list-style-type: none"><li>• Exploring some of the principles of different kinds of group in the modern organisation, and in particular why every group does not need to be a team.</li></ul>
<b>Team Performance over Team Building</b>	<ul style="list-style-type: none"><li>• Recognising the opportunities for enhanced team performance and choosing when to apply a disciplined team development approach.</li></ul>
<b>5 Components of Team Performance</b>	<ul style="list-style-type: none"><li>• The workshop will introduce the participants to the 5 Components of Team Performance, which has been created by Andy James (see below).</li><li>• This model provides a basis for practical actions the can be taken to develop team performance in 5 specific areas.</li></ul>

<b>Case Studies</b>	<ul style="list-style-type: none"><li>• Discussing participants' own team challenges and developing actions for enabling them to be more effective and to achieve better performance outcomes.</li></ul>
---------------------	--



In addition to the content outlined above, the workshop will also provide the participants with the opportunity to undertake pdc's Team Performance Diagnostic with a team from their organisation.

Andy has been working in the field of team performance development for more than 20 years. Over that time he has worked with teams and leaders from a wide range of organisations across private, public and not for-for-profit sectors in the UK and internationally. He has a particular passion and expertise in coaching teams to enable them to deliver enhanced performance.

Andy has developed the 5 Components of Team Performance model and the Team Performance Diagnostic based on his experience and research into what teams need to do in order to deliver great performance.

If you want more information about this training course, please email:

[catherynn@cumbriachamber.co.uk](mailto:catherynn@cumbriachamber.co.uk)