



Course Title: Building High Performing Teams

Course Length: 1 day, in-person

Time in Class per day (hours): 7.5 hours

Delivery Options: Company site or at provider

Class Size: Minimum 8 / Maximum 22

Price Per Student: \$355.00

Location: Wayne County *or* Company Site

The Leadership Development Academy consists of a comprehensive array of classes and interventions designed to increase and/or enhance the skills and competencies of new and experienced engineering managers, supervisors, and directors. Seven core classes are offered in addition to 360-degree leadership assessments and intermittent and follow-on executive coaching. The Academy provides rich content with highly interactive activities and events. Each participant receives assessments (in addition to the 360 assessment) and handouts in each class. Clients may select from any of these classes/interventions or hold the full Academy (generally over several months).

The entire Leadership Academy includes:

- 360 degree leadership assessment and individual de-brief (coaching)
- Six core classes:
 - **Building High Performing Teams**
 - Essential Skills for Leaders
 - Managers to Leaders
 - Coaching Skills for Leaders
 - Socio-Emotional Intelligence
 - Resilient Leadership
- Business Reality 101 for Manufacturing Simulation
- Intermittent or follow-on coaching after each class or the full set of classes

Learning Objectives:

At the end of this Leadership Academy, participants will be able to:

- Increase and enhance self-awareness
- Identify tools critical to excellent management and leadership
- Apply social-emotional intelligence skills to management situations
- Build strong relationships with leaders and individual contributors
- Apply coaching skills to specific individuals or groups
- Manage change effectively
- Explain profitability within the manufacturing sector



Course Content/Syllabus:

Introduction

- Definition of a high performing team
- Elements of a high performing team
- Characteristics of a team member

Benefits of a High Performing Team

- Cycles
- Synergy
- Productivity

Stages of a Team

- Forming
- Storming
- Performing
- Norming
- Adjourning

Factors that Hinder People from Working Together

- Perception
- Cultural conditioning
- Competition
- Structural competition vs. “Co-opetition”
- Lack of other necessary skills

Understanding and Accepting Human Differences

- Preference test (MBTI – Myers Briggs Assessment)
- Preference activity
- Preference styles and team functioning

Summary and Conclusion

MAGMA short courses are held on a rolling basis, based on industry demand. Please complete this [short form](#) to express interest for yourself, or your organization.