



Developing Staff: Teams in Transition

When teams are new, or transitioning it is challenging to maintain effectiveness let alone be 'high-performing.' Staff Development offers a range of flexible and systemic approaches to developing team effectiveness that can be adapted to your particular needs. This may include tailored consultancy, bespoke or open workshops, facilitated events, action learning, mentoring, as well as one-to-one and team coaching.

Open courses

Understanding Teams in Transition (1/2 day course for leaders/managers)

This short introductory course focuses exclusively on teams experiencing change and transition and is aimed at leaders/managers of those teams. It introduces and explores team development and transitioning models and highlights the essential activities and behaviours for effective team performance. Content includes:

- Systemic diagnosis to identify team's current state
- Mapping exercises to Tuckman and/or Bridges models to identify issues and potential solutions
- Identification of your team development requirements
- Your role as team leader going forward
- Practical actions to progress team development in the workplace

(The programme can also be tailored to specific team requirements and integrated into a local programme of activities designed to support a transitioning team.)

Leading a Team (experiential 1-day course)

This in depth 1-day course blends theories, group work and experiential exercises giving you the opportunity to develop and practise a range of team leadership and management skills. Participants will lead a virtual transitioning team with the aim to lead them from (Re)Forming to Performing.

You will also have the opportunity to focus on how you can implement your ideas, manage performance through periods of change and make a real and immediate difference back in your workplace.

The program brings together the key elements required to engage, motivate and deliver performance through others.

Pre-course:

A small amount of pre-course work is included where you will assess your current team performance using a range of diagnostics.

Bespoke approaches to enhancing team performance

Teambuilding for Teams in Transition

This is a tailored short course, aimed at either newly formed teams or those in times of transition:

- Understanding team dynamics and development
- Reassessing your team's goals and direction
- MBTI taster: improving communication and growing trust and recognising individual strengths, styles and skills

Longer Term Systemic Approach: Team Coaching

High performing teams don't just happen by accident. Work is required to identify how the team needs to work in practice. They must put in place the right processes, governance, structures, skills, behaviours and communications to ensure success. This is not a quick fix approach rather a longer term programmatic coaching approach that delivers a range of integrated key interventions to achieve a shift in team performance. A blend of systemic and team coaching is used where qualified staff coaches from the Staff Development team work with a specific area to build team performance. Following a diagnostic consultancy phase a number of actions will be proposed, agreed and implemented. This may include a combination of one or more of the following: one to one coaching, team coaching, skills workshops, group facilitation, team building.

Further information

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To book a place on Staff Development open courses: click **Employee Self Service** in Staff Services area on the Portal