



# Leadership Through Teambuilding

*A road map for greater employee innovation, team empowerment and productivity throughout your department or entire organization.*



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SEMINAR DATES:

June 21 - 23, 2010  
Date TBA

**Find Out How to Structure, Motivate and Manage Powerful Project Teams to Solve Any Business Challenge. Key Learning Objectives Include:**

- 1** A personal and organizational diagnostic survey to enhance your team leadership skills
- 2** Techniques to ensure results-driven team meetings
- 3** Teams and organizational change – structuring for success
- 4** Managing individual team members for maximum productivity and job satisfaction
- 5** 360° feedback and specific teambuilding instruments to apply back at the office

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**Next Seminar Date:**

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“ Sensational! Joe’s experience and knowledge brought things into perspective. I recommend this course to all managers. ”

J. Villalta, **Manager Technical Support,**  
Allstream Inc.

## About This Seminar

**B**usiness “teams” have taken most North American organizations by storm. The use of well managed cross-functional teams has led to dramatic improvements in business innovation, productivity and levels of customer service for companies in all sectors.

A “must” course for all managers, **this seminar has been designed to incorporate the most effective leadership and teambuilding strategies for today’s changing environment.**

From forming technical project teams, to sales and marketing teams, to manufacturing and engineering teams, the techniques will help you improve your ability to manage complex projects and stay on track.

## Who Should Attend

This seminar will be of interest to **senior executives, business managers, project and team leaders** who are looking for ways to maximize the effectiveness of work teams or staff they currently manage.

**Department heads from all functional areas of your organization will benefit** from this comprehensive teambuilding approach.

### Special Session: Today’s Intergenerational Workplace

In this forward-thinking session, Joe Sherren will help you understand the changing dynamic of today’s intergenerational workplace, and how to develop a culture that will attract and retain the best and brightest.

## What You Will Learn

- 1 Analyze and understand your current strengths and weaknesses as a team leader.
- 2 Develop the most appropriate style of leadership for handling people during the team development cycle.
- 3 Ensure team style is aligned with the company culture.
- 4 Deal with different types of individual team members: over-achievers, under-achievers, mavericks and conformists.
- 5 Use power and influence appropriately to achieve common objectives.
- 6 Motivate teams during change.
- 7 Develop crisis management strategies.
- 8 Optimize team productivity, evaluate team performance and measure bottom-line results.

“ Leadership Through Teambuilding was a highly interactive, insightful course which I honestly feel can add value and improve the effectiveness of any team. ”

N. Nunn, **Manager Business Customer Care,**  
AT&T Canada

## PART 1 Successful Team Foundations

### 5 Keys For Successful Team-Based Strategy

- Action planning – setting objectives and strategies
- Managing change
- Precipitating change – energizing a stagnant situation
- Attitude and morale – reinforcing the team ethic
- Flexibility and adaptability

### The Importance of Motivation, Influence and Leadership Style

- **Synergy** – the strength of the team is greater than the sum of its parts
- **Chemistry** – fusing the group
- **Motivation** – capturing the collective energies of your team
- **Effectiveness** – how team concepts impact the bottom line

### Developing Your Leadership Strengths

- Understanding coaching styles
- Managing “up” the organization
- Motivating the individual contributor

## Strengthening Your Communication Skills

- Creating communications connections
- Cognitive and non-verbal skills
- Inter-group communication

## PART 2 Group Leadership & Empowerment in Action

### Leadership Skills Assessment

- **Analyzing your LSI™** (self and other feedback)
- Understanding constructive, passive and aggressive behaviours
- Personal action planning

### Applying the Learning

- Leadership video case study
- Analyzing your employee's behavioural competencies
- Employee growth action plans
- Workshop – creating a personal change action plan

### Conflict and Change Management

- Problem solving and conflict resolution strategies
- How to handle peers and senior managers resistant to change

## PART 3 Team Leadership in Action

### Focusing On Your Organization

- “Teams that work” exercise
- Creating new work habits
- Stages to building the ideal team

### Focusing On Your People

- Understanding team dynamics and decision-making styles
- Self-perceived leader behaviour
- Handling group resistance

### Developing Responsibility and Ownership

- Skill building in coaching, listening and supporting skills
- What is synergy? How to achieve it in your team

### Growing As a Management Team: Putting it All Together

- Secrets to successful self-directed work teams
- When to make accountability an individual goal
- Teaching others to lead
- **Developing a constructive team GSI™ (Group Style Inventory)**

## Instructor Profile

### Joseph Sherren, CSP, HoF

- Joe is a professional management instructor and President of Ethos Enterprises, where he has trained thousands of managers in the areas of leadership, team development and group motivation.
- Joe has coached business leaders around the world. Clients include Abbott Labs, Scotiabank, M&M Mars, Nabisco, MicroAge, Bosch Rexroth, Easter Seals and The University Health Network.
- Joe's corporate experience includes 25 years in senior management positions with a Fortune 500 company, and is co-author of *Vitamin C For A Healthy Workplace*, an invaluable resource for business managers who want to increase the productivity of employees and reduce stress.

### Kristin Arnold, MBA, CMC, CPF, CSP

- As a high stakes meeting facilitator, trainer and keynote speaker, Kristin has worked with thousands of senior executives, project managers and team leaders, challenging their traditional notions about teamwork.
- In an engaging and interactive way, she presents concrete, practical concepts, tools and techniques her clients can immediately apply and realize substantive results.
- Kristin works with organizations ranging from Fortune 500s, academia, military, government and nonprofits. Her highly customized speeches and seminars have become instrumental in helping teams achieving higher performance and exceptional results smoothly and more collaboratively.

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Please check desired session:  June 21 - 23, 2010  Date TBA

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## COURSE TUITION & DETAILS

Program tuition: \$2395.00 + applicable taxes. This includes instruction, all seminar materials, lunches, refreshments, but not hotel accommodations. **Special Team Savings: Save \$150 each** when two or more team members from the same organization register for this program at the same time.

**Please Note:** Fees, dates, speakers and applicable taxes are subject to change. York's liability is limited to reimbursement of paid tuition fees. One free transfer is permitted, provided written notice is received at least 14 days in advance of the seminar start date. Late transfer requests, less than 14 days in advance of the start date, will incur a \$100 fee. Additional transfers are \$200 each. Cancellations received in writing at least 14 days in advance of the seminar start date will receive a full refund. Written cancellations received less than 14 days prior to the seminar will be subject to a \$500 administration fee. Non-attendance will incur full seminar tuition cost. Participants must attend all program days and fulfill all program requirements in order to receive a certificate. GST# R119306736.

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## COURSE LOCATION(S)

**June Session:** June 21 - 23, 2010  
**TBA Session:** Date TBA

(9:00 am - 4:30 pm each day)

**The Miles S. Nadal Management Centre**  
222 Bay St., 5th Floor, Ernst & Young Tower  
Toronto, Ontario M5K 1K2

## OPTIONAL ACCOMMODATIONS

Please call **The Fairmont Royal York Hotel** at (416) 860-5001 and ask for the SEEC/York University special corporate rate. Book at: [www.fairmont.com](http://www.fairmont.com).

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