Managing Effective Teams

Duration
1 to 2-hour

Audience
Emerging Leader
New Leader
Middle Manager
Senior Leader

About This Course

This course focuses on developing leadership skills to inspire, motivate, and guide teams toward achieving goals. It explores practical strategies for setting clear expectations, understanding what drives team members, and providing meaningful recognition. Participants will also learn how to apply behavioral models, such as SCARF, to enhance motivation and accountability in the workplace.

Topics Included

- David Rock's SCARF model of 5 motivation domains
- Working through team motivation scenarios
- Connecting motivation and reward types
- Recognizing progress

Training Approach

- Instructor-led
- Individual/group exercise
- Self-reflection

Skills Learned/ Outcomes

- Apply the SCARF model to motivate and engage team toward shared goals while effectively recognizing and rewarding contributions
- Practice responding to real leadership challenges (e.g., low motivation, missed goals, lack of follow-through) through scenario-based discussions
- Design meaningful recognition by aligning rewards with organizational goals, values, and individual preferences
- Set and communicate clear goals and expectations to improve accountability and performance

Course offerings:

We offer a wide range of training programs for leaders and teams to strengthen capabilities, enhance collaboration, and drive organizational success

Communication
Prioritizing and Communicating Goals, Roles & Responsibilities
Communicating Across Generations

Team Performance
Motivating and Inspiring Team Contributions and Success
Ensuring Team Accountability for Consistent Performance
Leveraging Your Team's Diverse Talents and Strengths
Inspiring, Motivating, and Guiding Team to Achieve Org. Goals
Fostering Strong Collaboration and Managing Conflict for Productive Outcomes

Productivity and Efficiency
Effectively Managing Workload

Leadership Quality
Inspiring Mission-Driven Work in Direct Reports
Learning & Applying Situational Leadership
Empathy-Based Leadership
Increasing Emotional Intelligence, Leadership Presence, and Personal Integrity
Being Visionary & Strategic in Thinking and Execution
Cultivate Talent through Accountability, Empowerment, and Effective Delegation, Coaching, Feedback
Proactively Advancing Diversity, Equity, and Inclusion throughout the Organization
Leading & Influencing Change, Improvements, and Innovation

Recruiting and Onboarding
Assessing, Recruiting, and Retaining Team Talent