

€ TRAINING

Managing Teams for Innovation and Success





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Introduction:

This training program is designed to equip leaders with the skills and knowledge to effectively lead and nurture innovative teams. Through a combination of practical strategies, team dynamics analysis, and leadership development, participants learn to cultivate a culture of innovation and drive success within their teams and organizations.

Program Objectives:

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

- Increase team innovation by utilizing the principles of design thinking.
- Determine and convey the roles of the manager and team members effectively.
- Study management techniques for addressing challenges posed by group dynamics, such as power struggles and conflict.
- Manage disagreements and leverage interpersonal techniques for achieving successful outcomes.
- Develop a personal leadership development plan by synthesizing ideas for future growth.

Targeted Audience:

- Employees identified as "high potential" or "fast track" management candidates.
- Managers concerned with competitive advantage and sustainability.
- Employees responsible for developing and implementing innovation, initiating and managing change, improving operational performance, creating and leading high performance teams and demonstrating empowering leadership.
- Professionals at all levels seeking to improve their team management skills.

Program outline:

Unit 1:

Learn Creative Thinking Tools:

- Creative problem-solving.
- Brainstorming.

- Mind-mapping.
- Bisociation, Metaphorical thinking & Rule Reversal.
- Gaining the Full Benefits of Continuous Improvement.
- Six Thinking Hats.

Unit 2:

Adding Value through Relationship Awareness:

- Micro political conflict in organizations.
- Personality traits, behaviors and conflict management.
- Relationship Awareness Theory.
- Managing without confrontation.
- Preparing for effective negotiating.
- Generating Productive Outcomes.

Unit 3:

What is Creativity and Innovation and Why are they Important?

- How our thinking works in respect of creativity and innovation.
- Difference between vertical and lateral approaches.
- Apply the more fluid style to the left and right hemispheres of the brain.
- Recognize and cope with obstacles to creativity in the mind.
- Understand the limitations and applications of conventional problem solving.
- Ensure that creativity becomes a useful tool for day to day problem solving.

Unit 4:

Leading with Initiative: Being Proactive:

- Being proactive and capitalizing on opportunity.
- Leading from where you are in the organization.
- Emotional Intelligence and outcomes.

- Leadership styles and organizational climate.
- Building Trust.

Unit 5:

Harnessing Diversity and Creativity in the Team:

- Valuing diversity: working with global, culturally diverse teams.
- The value proposition afforded by High Performing Teams.
- Avoiding dysfunctional performance.
- Grounded theory: needs analysis evaluation of current performance.
- Harnessing diversity for productive outcomes.
- Aligning purpose, productivity and profitability.