Team Development Workshop

Action-centred leadership & the performance process

Exercise 1 – team tasks to perform and how to be measured

Exercise 2 – Identifying skills gaps and development options

Input – development levels and situational leadership

Exercise 3 - Team building

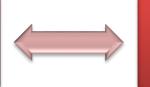


Action-centred leadership John Adair

The task: achieve the work objectives



The individual: develop team members



The team: build team spirit & capability



The performance process







Discuss the following questions:

- What tasks are we expecting our BAs to perform?
- How might we assess the performance of these tasks – discuss at team and individual level

15 minutes + playback



4



Discuss the following questions:

- How might we identify skill gaps?
- What sources might we use?
- What development options are available?

20 minutes + playback



5

Development levels

D3 – High Skill,	D2 – Some Skill,
Variable Will	Low Will
Mostly productive	Discouraged
D4 – High Skill,	D1 – Low Skill,
High Will	High Will
Self-directed	Aspiring



Situational leadership Hersey & Blanchard

	D3	D2
ur -	Supporting	Coaching
e Behaviour	Low directive & high supportive behaviour	High directive & high supportive behaviour
Supportive	D4	D1
oddng	Delegating	Directing
ľ	Low directive & low supportive behaviour	High directive & low supportive behaviour

Directive Behaviour





Discuss the following questions:

- How might we approach team building?
- What techniques might we use?

20 minutes





Take-aways

- Use of models
- Share of good practice
- Individual and team plans

