



# Leading Teams: A Situational Approach

One-Day Workshop | January 9, 2020 | Hong Kong

## Managing Collaboration

Though teamwork is one of the most common concepts in businesses today, it is often the most elusive. Teams that lack effective leadership often struggle to work cooperatively with each other and adapt to the variety of personalities, interpretations, opinions and varying skills of other team members. Teams that can successfully master true collaboration, however, are the ultimate competitive advantage.

*Leading Teams: A Situational Approach* leverages understanding of situational approaches to leadership to explore the specific skills that leaders need to transform diverse groups of individuals into cohesive units. Through a variety of case studies video simulations, group discussions and skill-building activities, participants learn to maximize the performance potential of each team member while building trust, boosting creativity and improving communication.



## Objectives

- Upon completion of this workshop, participants should be able to:
- Describe the dynamics experienced in group and team environments.
  - Create and orchestrate team synergy through the application of a situational approach to team leadership.
  - Identify performance levels for both individuals and teams.
  - Diagnose and address exceptions to the team's performance level.

## Target Audience

- Leaders responsible for teams or groups of employees
- Individual contributors who lead teams for specific projects

## Participant Materials

- Each participant will receive:
- Participant Workbook
  - Leading Teams Handout
  - Certificate Of Accomplishment



## Outline

- Introduction
- Program Objectives And Agenda
- The Dynamics Of Being A Team
  - Is This A Group Or A Team?
  - Characteristics Of Groups
  - Characteristics Of Teams
  - Behavioral Characteristics Continuum
  - Definition Of Teams
  - Why Teams?
  - Moving From Groups To Teams
  - Role Of The Leader
  - What Does The Picture Say To You?
- A Situational Approach To Team Leadership
  - Team Leadership: A Situational Approach
  - Leadership Styles With Teams
  - The Ground Rules For A High-Performing Team
- Diagnosing Team Performance
  - Video Case Study
- Structured Skill Development
- Next Steps And Application Challenge
  - Feedforward
  - Application Challenge
  - Sustainment



GTP TALENT CONSULTANCY LIMITED  
8/F, Cheung Hing Industrial Building  
12P Smithfield  
Kennedy Town, Hong Kong



CENTER FOR LEADERSHIP STUDIES (ASIA) PTE LTD  
1104, 11/F, Crawford House  
70 Queen's Road Central  
Central, Hong Kong

