Team Building for Intact Teams: Enhancing Collaboration

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Kigali (Rwanda)



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Why This Course

High-performing teams are the cornerstone of organizational success. Beyond individual talent, teams must communicate effectively, collaborate seamlessly, and adapt to change collectively. This intensive 1-week program equips existing teams with advanced tools and strategies to enhance cohesion, optimize performance, and foster a culture of continuous improvement.

What You'll Learn and Practice

By participating in this program, your team will:

- Understand team dynamics and the stages of team development.
- Strengthen communication, feedback, and conflict resolution skills.
- Apply collaborative problem-solving and decision-making strategies.
- Leverage individual strengths to achieve collective success.
- Build actionable plans for sustaining high performance over time.

The Program Flow

Day 1: Foundations of Team Excellence

- Understanding team dynamics and roles
- Stages of team development
- Assessing current team performance
- Building trust and psychological safety

Day 2: Effective Team Communication

- Active listening and feedback techniques
- Nonverbal communication in team settings
- Overcoming communication barriers
- Facilitating productive team discussions



Day 3: Collaboration and Problem-Solving

- Collaborative decision-making models
- Creative problem-solving techniques
- Managing team conflicts constructively
- Leveraging diversity for innovation

Day 4: Leadership and Accountability

- Shared leadership principles
- Setting and achieving team goals
- Fostering accountability and ownership
- Motivating and empowering team members

Day 5: Sustaining Team Performance

- Strategies for continuous improvement
- Adapting to change as a team
- Creating a team charter
- Developing action plans for ongoing success

Individual Impact

- Greater confidence in communicating and collaborating within the team.
- Enhanced problem-solving and decision-making capabilities.
- Strengthened trust, cohesion, and shared accountability among team members.

Team and Organizational Impact

- Optimized team performance and efficiency.
- Improved ability to navigate challenges collaboratively.
- Sustainable strategies to maintain high-performing team culture.
- Stronger alignment between team goals and organizational objectives.

Training Methodology

- Interactive exercises and simulations to reinforce learning.
- Practical team assessments and reflection sessions.
- Collaborative workshops for real-world problem-solving.
- Facilitated action planning to ensure immediate application.

Beyond the Course

Teams will leave equipped to:



• Operate more cohesively and communicate effectively.
• Apply proven strategies to tackle complex problems.
• Build a culture of accountability, trust, and continuous improvement.
• Maintain performance excellence in dynamic organizational environments.

