

# Leadership and team management in new normal reality

What is the new reality and what is the ideal manager profile for today's challenges?

Today, more than ever before, agility and courage in making decisions, automation of actions and quick reaction are what counts. This does not mean that we become robots, but we accelerate to follow technology, make the best use of it, shorten processes and focus only on what is most important - on the team's strengths.

Proprietary training Leadership and team management in the reality of the new reality is a response to the current challenges of managers and team leaders.



## Purpose of the training

Training dedicated to managers and team leaders. A course for people who expect support in remote work and managing remote and distributed teams.



## Benefits of completing the training

- Increased efficiency in achieving business goals
- Stimulating employee commitment and satisfaction
- Improving the flow of information in the team
- Strengthening trust in the team



### Expected Listener Preparation

We recommend participation in the training to people with basic experience in team management



### Training Language

- Training: English
- Materials: English



### Duration

3 days / 12 hours

## Training agenda

### 1. Strategic approach to team effectiveness

- Key factors influencing the effectiveness of teamwork based on scientific research commissioned by NASA.
- Analysis of the presented factors – discussion in search of good practices for the implementation of individual activities as a manager.
- Individual exercise: manager's self-assessment – verification of the level of meeting the teamwork efficiency factors in the context of my team.

### 2. Measuring the factors influencing the team's effectiveness

- Methods and tools for measuring team productivity.
- Methods and tools for measuring the atmosphere in the team.
- Practical exercise: planning tests of the implementation of selected tools and methods for measuring the key performance factors of my team.

### 3. My team's productivity

- Monitoring of working time in the new reality – methods, exemplary tools, strengths and weaknesses of the approach.
- Self-regulation of team's productivity – the use of simple methods of measuring the time of task execution to develop the sense of responsibility of employees.
- Where is the greatest potential for increased productivity? Analysis of the own team in the context of measuring the duration of tasks vs. removing obstacles in the performance of tasks.

- Automation of activities related to the measurement of team productivity – examples of methods and tools.
- Individual exercise: planning tests for the implementation of the selected method of measuring the productivity of my team.

#### 4. The atmosphere in my team

- Schein's Motivational Anchors Questionnaire in the context of people's motivating factors.
- Individual exercise: analysis of personal factors and sources of motivation.
- Group of people vs. feeling of tribalism – understanding the impact of globalization and the new reality on the need for employees to create their own emotional environment.
- Group exercise: establishing team collaboration rules as an anchor point for action in difficult situations.
- Feedback and conflict prevention in the new normal – how to use known methods and tools from unstable times and uncertain situations?
- Practical exercises: kudos in the manager's daily work.
- Practical exercises: using the Golden Bridge concept in conflict prevention.