

# MANAGING HIGH-PERFORMANCE TEAMS

**DURATION: 2 DAYS**

## PROGRAM OVERVIEW

The use of teams has expanded dramatically in response to competitive challenges and technological changes. Structures of high-performance work teams allow for the application of multiple skills, judgments and experiences that are most appropriate for projects requiring diverse expertise and problem-solving skills. These high-performance work teams can execute more quickly, make better decisions, solve more complex problems, and do more to enhance creativity and build skills than an individual. Their use also increases productivity and morale; well-functioning teams can outperform individuals and even other types of working groups.

## LEARNING OBJECTIVES

- Understand the characteristics of a high performing team
- Develop the ability to manage teams more effectively
- Learn combination of approaches to engage, empower and motivate the team
- Make use of leadership style to get the most out of their team
- Establish credibility and develop a culture of trust within the team

## DELIVERABLES

- Understanding/Diagnosing the team process
- Learn when team becomes dysfunctional
- Able to develop and lead high-performance team
- Learn Leadership strategies
- Build a culture of teamwork

## PEDAGOGY

The pedagogy will be a combination of facilitated discussions on real-life problems, exercises, videos, experience sharing, cases, etc. The curriculum maintains a healthy balance between depth and breadth of knowledge and skills.

## TARGET GROUP

This program is designed for all managers, team leaders, supervisor and individuals wishing to improve their skills in building and leading teams.

## PROGRAM DIRECTORS



### **Dr. Bindu Gupta**

Dr. Bindu Gupta has a Ph.D. in Psychology from IIT Kanpur, India. She has nearly 20 years of experience in teaching, research, and training. Her interest area of research includes leadership, creativity, emotional intelligence, knowledge sharing, organizational culture, etc. She has authored various papers that appeared in reputed national and international journals. Being a psychologist, she has a keen interest and expertise in assessing and understanding individuals. She is a qualified trainer of MBTI Step 1 & Step II and FIRO-B. She has conducted training programs in understanding & managing self, managing teams, conflict management, leadership, change management, etc. for organizations such as Maruti, Magicbricks.com, NHPC, NTPC, ONGC, CSIR, Indian Postal Academy. She is presently the Professor of OB and HRM at IMT Ghaziabad.



### Dr. Richa Saxena

Dr. Richa Saxena is a Fellow (Doctorate) from IIM Ahmedabad and has done her MBA in Human Resource Management from Devi Ahilya Vishwa Vidyalaya, Indore. She has more than a decade long work experience including her experience of looking after Learning and Organizational Development initiatives of Reliance Infrastructure Limited. She was earlier empanelled as an Assessor and Consultant with Aon Consulting Pvt. Ltd. In association with Aon she has served client organizations like Wipro, Piramal, Janalakshmi Financial Services, Applied Materials, HDFC Life, and Hemas Group (a large conglomerate of Sri Lanka). She is also certified in MBTI, FIRO-B and ADEPT-15, an employee personality test developed by Aon.

As a Visiting / Adjunct faculty, she has taught courses related to Organizational Behavior, HRM, Strategic HRM, Leadership, Business Ethics, and Training & Development at various premier institutes of India including IIM Kozhikode, IIM Indore, IIM Ranchi and IIM Amritsar. She has taught extensively in the customized training programs for Arena and NEXA channels of Maruti Suzuki India Ltd., GMR-DIAL, MECON Ltd., NHPC, Hero Motors and Airport Authority of India. She has also taught in the Executive Education Program of IIM Kozhikode. Apart from that, she has also conducted workshops for the Executives of Reliance Infrastructure Ltd. In association with SEWA, Ahmedabad, she conducted an HR Training Workshop for a group of women entrepreneurs of Afghanistan. This program was supported by Ministry of Commerce, Government of India. Her research interests include issues related to contemporary careers; career success; gender issues in management; diversity; change management; and learning & organizational development. She has published research papers in reputed peer-reviewed journals. She has also presented papers in various national and international conferences.

## ADMINISTRATIVE DETAILS

**Mode:** Offline (Residential)

**Venue:** IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad-201001)

**Fee:** Rs 25,000 per participant (plus 18% GST as applicable) covering professional fee, program kit and boarding/lodging.

### Management Development Program (MDP) Office

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