

Team Development Workshop

Action-centred leadership & the performance process

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

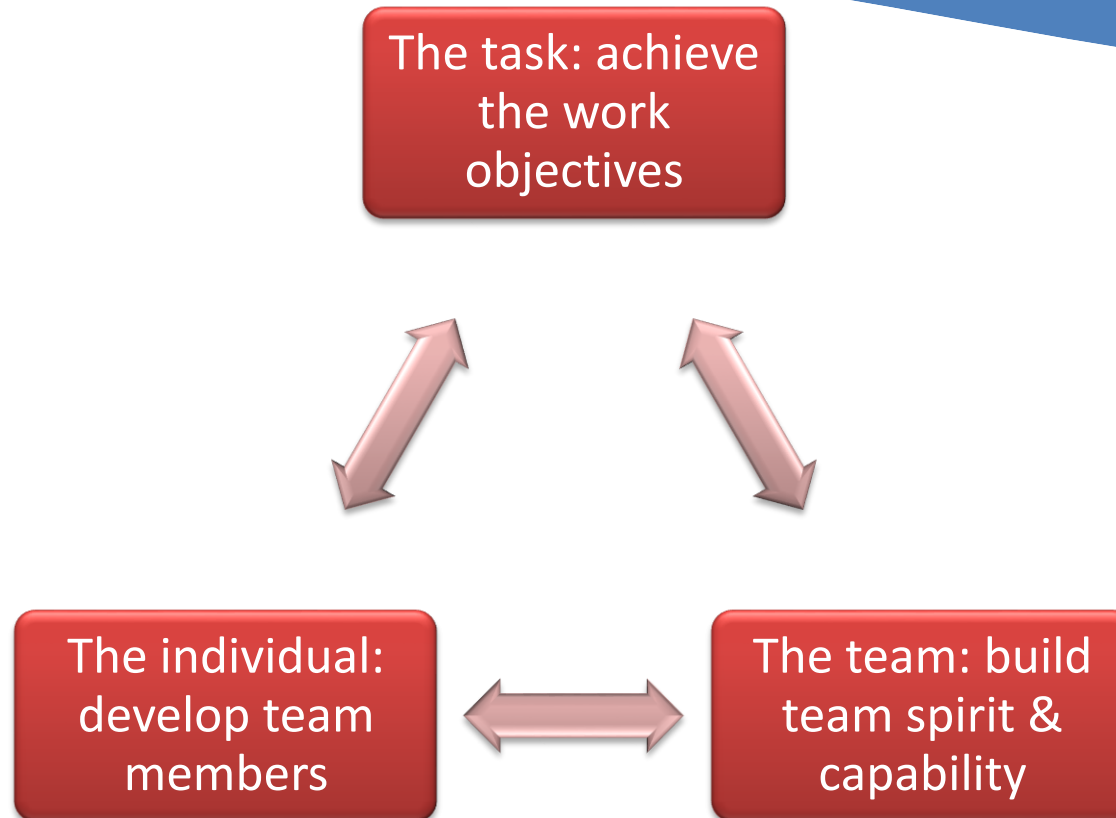
Exercise 2 – Identifying skills gaps and development options

Input – development levels and situational leadership

Exercise 3 - Team building

Action-centred leadership

John Adair



The performance process



Exercise 1

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

Exercise 2

Discuss the following questions:

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

20 minutes + playback

Development levels

D3 – High Skill,
Variable Will

Mostly productive

D2 – Some Skill,
Low Will

Discouraged

D4 – High Skill,
High Will

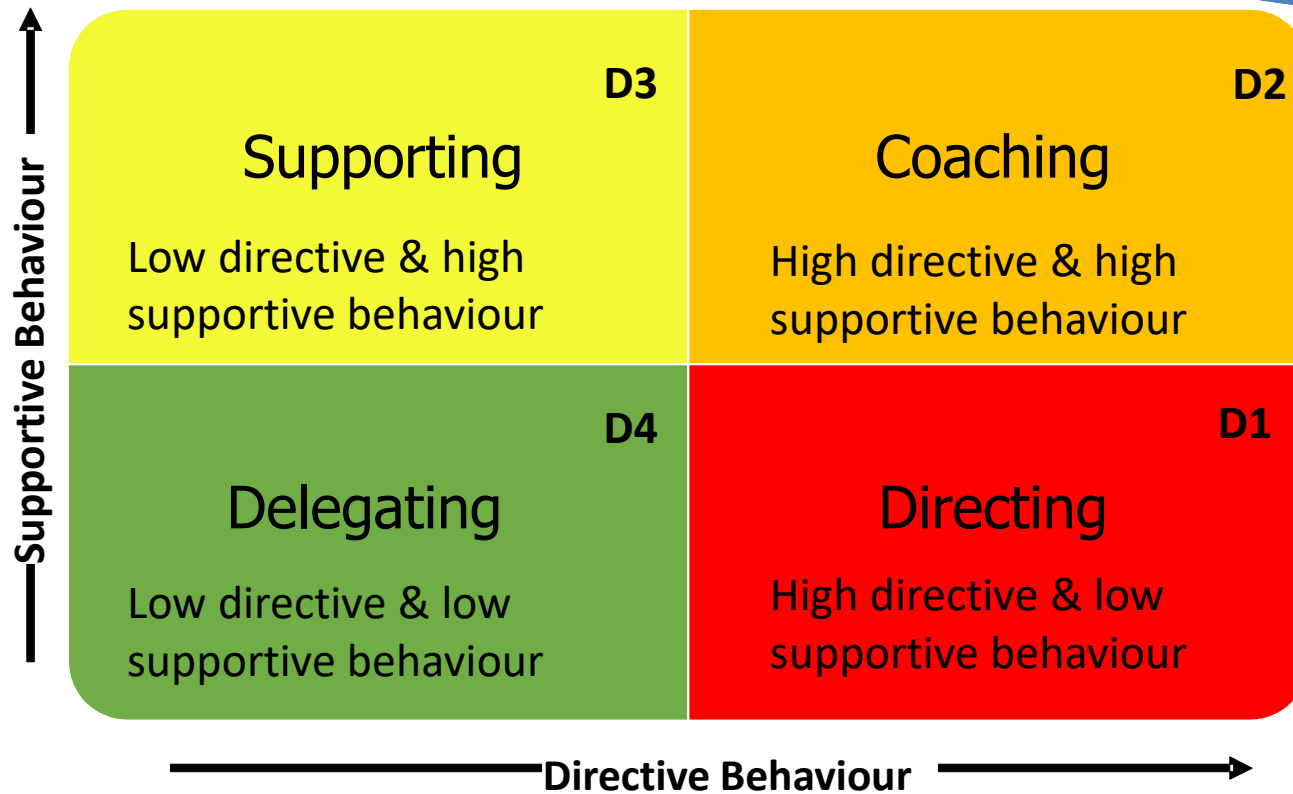
Self-directed

D1 – Low Skill,
High Will

Aspiring

Situational leadership

Hersey & Blanchard



Exercise 3

Discuss the following questions:

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

20 minutes

Over to you!

Take-aways

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