

Build a Winning Team Workshop – 1 Day (HRDF Claimable)

The workplace as we know it has evolved tremendously in recent times. Eight-hour days are gradually becoming a thing of the past, as progressive businesses begin to embrace more fluid and collaborative ways of working and growing. Even so, employees remain the beating heart of every organization. But in order to stay relevant and continue thriving, the need to adapt to changes while maintaining effective organizational and team performance has never been more essential.

This is where Metro Green's "Building A Winning Team" workshop comes in.

It's a training program than hones in on the importance of interpersonal qualities of communication, trust and mutual accountability. It was built to help participants strengthen their understanding on what drives a high-performing team. It promotes a set of key skills that are needed to address the unavoidable challenges that arise in workplaces: collaborative communication, appreciating individual differences and managing conflict.

By the completion of this program, participants will be able to describe effective team characteristics, understand the various stages of team development, and learn how to better embrace individual differences within their teams. The workshop is designed to be a learning experience that is both fun and engaging, and it is broken down into 4 core modules:

PART 1- Outdoor Teamwork Activities –Teamwork Simulation (4 Hours)

The objectives are to simulate teamwork at a workplace and improve ties among participants. Set against the charming backdrop of heritage city, it's a three-hour excursion that will shed light on leadership, team strategies, problem solving, team motivation, delegation, communication and time management. At the same time, participants will be able to enjoy the city's many heritage sites, unique hawker food, incredible street art, and learn about its traditional trades and cultural significance.

PART 2- Indoor Workshop Training (4 Hours)

Module 1 & 2: Effective Team Characteristics & Team Assessment

Teamwork is distinctively more complex than working alone, as teams function as systems with culture and a set of dynamics. This module focuses on reflection and assessment, and discussion revolves around participants' observations of their respective teams during the activity – this contextualizes team relationships and their resulting qualities and outcomes. Talking points will cover common problematic team behaviors and what makes a team productive.

Module 3: Team Development & Challenges

A team is made up of different people. It's a coming together of different personalities. Which is why functioning as a team is complex: there are marked differences in expectations, goals and motivations.

And very often, stress is also prevalent. This module highlights the typical problematic behaviors in team observation and features teamwork exercises that encourage participants to discuss the effects of problematic behavior, remedies to overcome these challenges. It also introduces a framework to assess team development and define clearer ways to improve.