LEADING HIGH-PERFORMING TEAMS

Are your teams achieving their full potential?

Unleash the power of your most talented teams — globally, locally, or virtually. Learn best practices to motivate and enable your teams to achieve sustainable high performance with fewer resources.

You’ll explore key things you can do in the critical roles you play as a team leader: Visionary, designer, coach, coalition builder, and ambassador. As you interact with faculty experts and program participants, you’ll learn which behaviors do and don’t lead to high-performing teams. You’ll analyze the common pitfalls many talented leaders make and explore techniques for leading teams regardless of functional area, organizational level, geography, or industry. You’ll emerge with a roadmap to take your teams’ performance to the next level, a deeper understanding of your personal team leadership strengths and weaknesses, and insight into the special needs of diverse, global, and virtual teams.
LEADING HIGH-PERFORMING TEAMS

TAKEAWAYS AND TOOLS
• Step-by-step plans to implement best practices for creating work contexts that maximize results
• Tools to diagnose and improve the strengths and weaknesses of your team(s)
• Coaching strategies to cultivate both the individual team member and the team as a whole
• Techniques for avoiding common dysfunctional team dynamics
• You’ll develop a personalized action plan to implement with your team(s) immediately upon return to your organization.
• A private, follow-up coaching session within three months of the program will help propel your success.

PROGRAM HIGHLIGHTS
• The highly engaging and interactive nature throughout the program fosters your skills and your networking with high-level peers.
• Simulations exploring real-world examples of best and worst team leadership practices give you new tools for maximizing team performance.
• Leadership self-assessments and diagnostics for evaluating team performance help you reflect on your effectiveness.

WHO SHOULD ATTEND?
• Mid-level managers whose success depends on leading teams, including global and virtual teams
• Mid-level managers whose teams interact across different parts of the organization

Visit our website for more information:
www.execed.umich.edu
LEADING HIGH-PERFORMING TEAMS

PROGRAM IN FOCUS

IN THIS PROGRAM, YOU’LL EXPLORE:

Implementing the Team Leadership Framework
• Common myths about team leadership and why they don’t work
• The team leadership framework and why it leads to better results
• Tools for implementing the framework with your own teams

Understanding your Team Leadership Style, Strengths, and Weaknesses
• Assessing your team leadership style and the impact on your teams’ performance
• Assessing your emotional intelligence and the impact on your teams’ performance

Diagnosing Your Teams’ Effectiveness
• What is the collective intelligence of your teams and why is it a competitive advantage?
• Team effectiveness assessment
• Dysfunctional processes in teams and how to avoid them

Developing Strategies for Coaching Your Team
• Which coaching strategies work best (and which strategies are unlikely to work)?
• When should you actively coach your teams and when should you stay out of their way?

Becoming an Effective Decision Manager
• Why is it more important to be a decision manager than a decision maker?
• 10 steps for effective decisions

Creating Externally-Connected Teams
• Why externally connected teams get better results
• Why team leaders who connect their teams are more successful (e.g., promotions, salaries)
• Strategies for connecting your teams externally
• Assessing your teams’ networks
• Strategies for building your teams’ external influence

Meeting the Needs of Diverse and Virtual Teams
• Strategies for unlocking the potential of diverse teams
• Strategies for effectively leading virtual teams

Implementing Your Team Strategy
• Developing your action plan for leading your teams
• Follow-up coaching three months after the session to assess your progress

Learn more about The Michigan Ross Experience
www.execed.bus.umich.edu/DuringYourStay/Default.aspx

MICHIGAN ROSS EXECUTIVE EDUCATION
Michigan Ross Open Enrollment programs deliver the latest research and teaching in practical terms. Executives across the globe work with Ross to develop new skills, new ways of thinking, and practical solutions for today’s dynamic economy. The University of Michigan has 100 graduate programs ranked in the top 10 in the U.S.
# LEADING HIGH-PERFORMING TEAMS

## Program Outline

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<tr>
<th>A.M.</th>
<th>DAY ONE</th>
<th>DAY TWO</th>
<th>DAY THREE</th>
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<tbody>
<tr>
<td></td>
<td>Building Your Team’s Collective Intelligence</td>
<td>The Team Leader as Decision Manager</td>
<td>The Team Leader as Ambassador</td>
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<td>How team leaders inspire extraordinary performance</td>
<td>Why smart teams make dumb decisions</td>
<td>Leading through boundary spanning</td>
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<td></td>
<td>Understanding your leadership style, strengths, and weaknesses</td>
<td>How to make smart decisions</td>
<td>Diagnosing your team’s network</td>
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<td>The Team Leader as Coach</td>
<td>Developing your team</td>
<td>Building your team’s influence</td>
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<td>Understanding your teaching/learning style</td>
<td>Delegating for continuous improvement</td>
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<td>Lunch</td>
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<th>P.M.</th>
<th>DAY ONE</th>
<th>DAY TWO</th>
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<tbody>
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<td></td>
<td>The Team Leader as Visionary</td>
<td>Team Leader as Coalition Builder</td>
<td>The Virtual Team Leader</td>
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<td>Crafting messages that stick</td>
<td>Aligning stakeholders toward common goals</td>
<td>Unlocking the potential of your virtual team</td>
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<td>The Team Leader as Designer</td>
<td>Resolving disputes within and across groups</td>
<td>Action Planning</td>
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<td>Designing tasks for teams</td>
<td>Building your team’s cultural competence</td>
<td>Creating your action plan</td>
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<td>Preparing for follow-up coaching</td>
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<th>Evening</th>
<th>DAY ONE</th>
<th>DAY TWO</th>
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<td></td>
<td>Group Dinner</td>
<td>Free Time for Dinner</td>
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<td>Assignment: Learning Style Assessment</td>
<td>Assignment: Firo B Assessment</td>
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**Dynamic, interactive learning both in and out of the classroom**

Sessions include lectures with Ross’ top-ranked faculty coupled with:
- Simulations
- Group activities
- Development of personalized action plans
- Social events
- Cross-industry and cross-functional networking and collaboration

**NOTE:** This is a sample schedule. For questions // +1 734-763-1000 // rossexeced@umich.edu