

EXECUTIVE EDUCATION

# LEADING HIGH-PERFORMING TEAMS

Sharpen your leadership performance with best practices for leading teams. Through self-assessment and diagnostics, you'll learn what your personal strengths are as a team leader and how to use influence to pave the way for your team.

**REGISTER TODAY!**

[um-asia.exec.ed@umich.edu](mailto:um-asia.exec.ed@umich.edu)

+852-2509-9088



## HONG KONG

June 24 - 25, 2021

November 11 - 12, 2021

**TOP 10 GLOBAL PROVIDER**

*Financial Times, 2020*

# LEADING HIGH-PERFORMING TEAMS

## *Leverage the power of your most valuable resource*

Based on more than four decades of groundbreaking research on high-performing teams, this lively three-day program will arm you to create, inspire, and lead one of your organization's most valuable resources — teams.

During this program, you and other aspiring leaders will experience leadership and team assessments, group discussions, video case studies, simulations, and real-life examples of best team leadership practices. Together with a group of leaders from around the globe, you'll emerge with a deep understanding of your "roles" as a team leader and when and how to employ each one. You'll learn proven strategies and techniques for driving team decisions and how to influence internal and external stakeholders so your teams drive organizational results.

### **INDIVIDUAL BENEFITS**

- Deeper knowledge of how your personal styles, strengths, and weaknesses affect your team's ability to achieve important goals
- A step-by-step process for coaching individuals and teams
- Strategies for building external relationships that help the team achieve faster results
- A deeper understanding of the most common dysfunctions that derail teams and strategies for avoiding these scenarios
- A post-program private coaching session to follow up on your progress in creating a high-performing team

### **ORGANIZATIONAL BENEFITS**

- Team leaders who can take their teams to the next level of performance, including in complex and high-stakes situations
- A valuable blueprint for creating a culture of agile, aligned, and connected teams that are able to get better results in less time using fewer resources
- Frameworks, strategies, and tools that team leaders can teach to others throughout the organization

**“Great course for both personal and professional life, I strongly recommend.”**

*—Jim Peterson, BASF, Marketing Manager  
Performance Materials Construction*





## WHO SHOULD ATTEND:

- Team leaders and project managers at all levels
- Intact work teams - contact us for special pricing
- Leaders and virtual teams

### Typical titles include:

- Project Manager
- Manager / Senior Manager
- Director
- Group Leader
- Team Leader

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TODAY!**

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## PROGRAM STRUCTURE

This intense two-day program draws leaders from a wide variety of sectors and geographies. Our world-renowned faculty employ a variety of activities including leadership self-assessments, diagnostics for assessing team effectiveness, group discussions, video case studies, simulations, and real-life examples of best team leadership practices. Each participant will leave the program with a personalized professional development plan that can be implemented immediately to enhance their team's performance.

### DAY 1

- Understanding why team leadership is more important - and more challenging - today than ever before
- Understanding why some teams achieve extraordinary results while other teams muddle through
- Understanding the roles effective team leaders play to create high-performing teams: visionary, designer, decision-manager, coach, negotiator, coalition builder, and ambassador
- SIMULATION: Team decision-making in complex situations
- CASE STUDY: Creating and communicating a clear, engaging vision that motivates and aligns your team toward common goals
- ASSESSMENTS:
  - Assessing your team's current and desired performance
  - Team Player Assessment: Assessing how your personal styles, strengths, and weaknesses influence your ability to bring out the best in your teams
  - Designing the team's work

### DAY 2

- Understanding the seven steps for effective team decision-making
- Understanding a step-by-step process for effectively coaching individuals and teams
- Developing and delegating to your team: Knowing when to help your team and when to stay out of your team's way
- Understanding why externally connected teams get better results
- Understanding the value of high-quality connections in achieving results
- Building your team's influence
- Developing your personalized team leader action plan
- VIDEO CASE STUDY: Avoiding dysfunctional dynamics that undermine effective decision-making
- SIMULATION:
  - Effectively leading virtual teams
- SELF ASSESSMENT:
  - Assessing your coaching style
  - Assessing whether you are an energizer or de-energizer to your teams



## OUR WORLD-CLASS FACULTY

At Michigan Ross, you'll engage with some of the world's most renowned experts. Our faculty have collectively authored hundreds of articles and dozens of books. They travel the world, sharing their expertise with Fortune 100 companies in virtually every sector. They're prolific thinkers and creators of revolutionary studies and frameworks. Most importantly, they are determined and dedicated to leveraging their extensive knowledge to help you succeed.



### PAULA CAPRONI | FACULTY DIRECTOR

Professor Caproni is a faculty member in the Management and Organizations Department at Michigan Ross, and currently teaches leadership skills, effective coaching, developing power and influence, and creating high-performing teams. She served as Academic Director of the Full-Time and Part-Time MBA programs. She has coached over 500 executives and served as the lead Professional Development Coach for the Executive MBA Program and several Executive Education programs.

Professor Caproni has worked with a variety of global organizations in South America, Asia Pacific, Europe and the Middle East. She has worked with organizations such as Asian Development Bank, Avon, Bank of America, Bank of Malaysia, Bank Saudi Fransi, Cigna Asia, DTE Energy, Ekuinas Private Equity, Exxon, Flagstar Bank, Ford, Internal Revenue Service, M&T Bank, McGraw Hill Financial, the NFL, Nokia, Philips, Roland Berger Chemicals, Saudi Telecom Company, S&P Capital IQ, and many more. She received the Victor Bernard award for Leadership in Teaching at Michigan Ross in 2008, as well as the Executive Education Teaching Impact Award in 2013. Her book, *Management Skills for Everyday Life: The Practical Coach*, is now in its third edition. Her book, *The Science of Success*, is available in English and Arabic. Her article, "Work Life Balance: You Can't Get There From Here" was awarded the McGregor Award by the Journal of Applied Behavioral Science.

“Paula’s style effectively incorporates the experiences of the students and results of activities and evaluations to create a unique set of insights.”

–Marcus Pollack, Delta Airlines, Finance Manager, Tech Ops Finance”



# THE MICHIGAN DIFFERENCE

## THE UNIVERSITY OF MICHIGAN

Founded in 1817, University of Michigan is one of the first public universities in the U.S. U-M is one of only two public institutions in the U.S. consistently ranked in the top ten, and has more than 100 top-ranked graduate programs.

U-M maintains a global presence including initiatives in Southeast Asia, Brazil, Russia, India, and China.

## MICHIGAN ROSS

Founded in 1924, the Stephen M. Ross School of Business at the University of Michigan is grounded in the principle that business can be an extraordinary vehicle for positive change in today's dynamic and global economy. Our unique approach focuses on action-based learning and interdisciplinary, team-oriented situations.

As a general management institution, Michigan Ross has earned acclaim for academic excellence: Approximately 230 faculty members research, consult and teach in all areas of business.

## EXECUTIVE EDUCATION

Michigan Ross offers 30+ diverse open enrollment offerings and numerous custom programs annually, serving more than 4,000 executives around the world.

## Open Enrollment Programs

Michigan Ross Executive Education was recently named a Top 5 global provider by the Financial Times. The FT survey examined the open enrollment programs offered at 75 schools, weighing factors from faculty to follow-up. Among the highlights, Ross excelled with unique course design, renowned faculty, and participants reporting new skills and learning to impact personal and organization performance. We invite you to join us for any of our open enrollment programs in Michigan (U.S.), Hong Kong or Mumbai and to experience first-hand the Michigan Ross difference.

## Michigan Ross Custom Programs

Ross delivers custom executive development programs for organizations throughout the world, wherever our partners request. In close collaboration with you, we identify clear business and learning objectives, design learning experiences that align with those objectives, and bring together a world-class faculty team — often including your company's leaders as teachers — to deliver a truly transformational experience for your top talent. And we do all of this with a deep commitment to delivering results and a return on your investment.

No matter your business challenge or strategic priority, Ross can be your partner in success. Contact us to arrange a consultation: [um-asia.exec.ed@umich.edu](mailto:um-asia.exec.ed@umich.edu).

## REAL IMPACT:

# Measurable Return On Investment

One of the United States' top integrated health delivery systems turned to Michigan Ross to help their leaders link core competencies to customer benefits; improve strategic agility and leadership; measure and drive customer service and satisfaction; and build high-performance teams.

An independent study was conducted to assess the organizational and personal impact of engaging with Michigan Ross. Here is what was found:

**310%** return on program investment

**Significant reduction**  
in key service area wait times

**25%** of participants were promoted within six months of program completion

**15%** improvement in decision-making

**16%** improvement in teamwork



EXECUTIVE EDUCATION

# LEADING HIGH-PERFORMING TEAMS

“ I attended the Leading High Performing Teams program in the middle of a large transformational effort I was leading, which impacted 1500+ individuals at all levels in the organization... I gained both a shift in my overall engagement strategy as well as specific tactical changes I could implement the day I returned for quick successes. I find myself leveraging what I learned from the program all the time and can recognize improvement in my team because of it.

–Ashley Kirk, Principal Lean IT Navigator, Pacific Gas & Electric

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Explore our programs at: [michiganross.umich.edu/execed](https://michiganross.umich.edu/execed)

## HONG KONG

June 24-25, 2021 | November 11-12, 2021

\$4,250 US

- Fee is payable in advance in US dollars and is subject to change
- Check our website for our Cancellation, Transfer and Substitution Policy
- Special pricing available for teams of 3 or more

### Fee includes:

- Tuition, books, instructional materials, and coffee breaks

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