Training Course on Building Core Team Competencies Workshop

Professional Development Training Course Outline

Category	Development	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Training Course on Building Core Team Competencies Workshop is designed to empower organizations by cultivating high-performing teams. In today's dynamic business environment, a team's collective capabilities are paramount to achieving strategic goals and fostering innovation. This workshop focuses on developing essential **teamwork skills**, enhancing **communication effectiveness**, and building a foundation of **mutual trust** and **accountability**. Participants will engage in practical exercises and case studies to learn actionable strategies for immediate implementation, leading to improved **team collaboration** and overall organizational success.

Investing in core team competencies yields significant returns, fostering a more engaged, efficient, and resilient workforce. By strengthening the fundamental building blocks of teamwork, organizations can experience enhanced **problem-solving abilities**, streamlined workflows, and a more positive and productive work culture. This workshop provides a structured approach to identifying and nurturing these crucial competencies, ultimately driving better business outcomes through **effective team dynamics** and a shared commitment to excellence.

Programme Curriculum

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Course Objectives

1. Enhance **team communication skills** for clearer and more effective interactions.
2. Develop strategies for building **trust within teams** and fostering psychological safety.
3. Improve **team collaboration techniques** to maximize collective output.
4. Learn effective methods for **conflict resolution in teams** to maintain harmony and productivity.
5. Strengthen **team leadership capabilities** to guide and motivate team members.
6. Foster a culture of **accountability in teams** where individuals take ownership.
7. Promote **innovation within teams** through creative problem-solving approaches.
8. Develop **emotional intelligence in teams** to understand and manage emotions effectively.
9. Improve **decision-making processes in teams** for more informed outcomes.
10. Cultivate **adaptability in teams** to navigate change and uncertainty.
11. Enhance **team cohesion** to build stronger working relationships.
12. Learn to set and achieve **shared team goals** effectively.
13. Empower **team member engagement** for increased motivation and contribution.

Organizational Benefits

- Competent teams work more efficiently and achieve higher output.
- Stronger teamwork leads to better synergy and shared success.
- Effective communication and trust minimize misunderstandings and disagreements.
- A supportive and collaborative environment fosters creativity.
- Competent and cohesive teams report greater job satisfaction.
- Diverse skills and perspectives within a strong team lead to more effective solutions.
- Clear and open communication channels enhance overall organizational flow.
- Teams with strong core competencies can adapt more readily to change.

Target Audience

1. Team Leaders and Managers
2. Project Managers
3. Human Resources Professionals
4. Supervisors
5. Cross-functional Team Members
6. Individuals aspiring to leadership roles
7. Organizational Development Specialists
8. Anyone who works in or with teams

Course Outline

Module 1: Foundations of High-Performing Teams

- Understanding the characteristics of effective teams.
- Identifying the key elements of core team competencies.
- The impact of team dynamics on organizational success.
- Introduction to various team development models.
- Assessing your team's current competency levels.
- **Case Study:** Analyze a successful project team and identify the core competencies that contributed to their achievement.

Module 2: Building Trust and Psychological Safety

- The importance of trust in team performance.
- Strategies for creating a psychologically safe environment.
- Fostering vulnerability-based trust within the team.
- Addressing and overcoming barriers to trust.
- Leading with empathy and authenticity.
- **Case Study:** Examine a team that overcame a crisis due to a high level of trust and psychological safety.

Module 3: Mastering Team Communication

- Principles of effective verbal and non-verbal communication.
- Active listening and providing constructive feedback.
- Facilitating open and honest dialogue within the team.
- Utilizing communication tools and technologies effectively.
- Navigating difficult conversations as a team.
- **Case Study:** Analyze a team where miscommunication led to a project setback and how they improved their communication strategies.

Module 4: Enhancing Team Collaboration

- Techniques for effective brainstorming and idea generation.
- Strategies for shared goal setting and alignment.
- Understanding individual roles and contributions within the team.
- Leveraging diverse perspectives for better outcomes.
- Tools and frameworks for collaborative work management.
- **Case Study:** Review a project where strong collaboration across different departments led to an innovative solution.

Module 5: Navigating Team Conflict

- Understanding different types and sources of conflict in teams.
- Developing skills in conflict resolution and mediation.
- Turning conflict into opportunities for growth and understanding.
- Establishing team norms for managing disagreements.
- Knowing when and how to escalate conflicts.
- **Case Study:** Analyze how a team successfully navigated a significant conflict and emerged stronger.

Module 6: Leading and Motivating Teams

- Different leadership styles and their impact on teams.
- Strategies for motivating team members with diverse needs.
- Empowering team autonomy and decision-making.
- Providing effective coaching and mentoring.

- Recognizing and celebrating team achievements.
- **Case Study:** Examine a leader who successfully motivated a struggling team to achieve high performance.

Module 7: Fostering Accountability in Teams

- Creating clear expectations and responsibilities.
- Implementing mechanisms for tracking progress and performance.
- Holding individuals and the team collectively accountable.
- Providing constructive feedback on performance.
- Addressing and resolving accountability issues.
- **Case Study:** Analyze a team where a lack of accountability led to project failure and the steps taken to instill a culture of responsibility.

Module 8: Driving Innovation in Team Environments

- Cultivating a mindset of creativity and experimentation.
- Techniques for generating and evaluating new ideas.
- Overcoming barriers to innovation within the team.
- Fostering psychological safety for creative risk-taking.
- Implementing innovative solutions effectively.
- **Case Study:** Review a team that developed a breakthrough innovation through a collaborative and creative process.

Module 9: Developing Emotional Intelligence in Teams

- Understanding and managing one's own emotions.
- Recognizing and responding to the emotions of others.
- Building empathy and rapport within the team.
- Using emotional intelligence to navigate team dynamics.
- Promoting a positive and emotionally supportive team climate.
- **Case Study:** Analyze a team where high emotional intelligence led to improved communication and collaboration.

Module 10: Enhancing Team Decision-Making

- Different models and approaches to team decision-making.
- Strategies for reaching consensus and making effective choices.
- Avoiding common pitfalls in team decision-making.
- The role of data and information in decision-making.
- Evaluating the outcomes of team decisions.
- **Case Study:** Examine a critical decision made by a team and analyze the process and outcome.

Module 11: Building Team Adaptability and Resilience

- Understanding the importance of adaptability in today's environment.
- Strategies for navigating change and uncertainty as a team.
- Developing resilience to overcome setbacks and challenges.
- Learning from failures and adapting future approaches.
- Fostering a growth mindset within the team.
- **Case Study:** Analyze how a team successfully adapted to a major unexpected change and maintained productivity.

Module 12: Strengthening Team Cohesion

- Activities and strategies for building stronger team bonds.
- Creating a shared identity and sense of belonging.
- Fostering positive relationships and mutual support.
- Addressing issues that may hinder team cohesion.
- Celebrating team successes and milestones.
- **Case Study:** Review how a newly formed team implemented strategies to quickly build cohesion and rapport.

Module 13: Setting and Achieving Shared Team Goals

- The importance of clear and aligned team goals.
- Utilizing frameworks like SMART goals for team objectives.
- Involving the team in the goal-setting process.
- Tracking progress and making adjustments as needed.
- Celebrating the achievement of team goals.
- **Case Study:** Analyze a team that effectively used shared goals to drive their performance and achieve significant results.

Module 14: Empowering Team Member Engagement

- Understanding the drivers of team member engagement.
- Strategies for fostering a sense of purpose and contribution.
- Creating opportunities for growth and development.
- Seeking and acting on team member feedback.
- Recognizing and valuing individual contributions.
- **Case Study:** Examine how an organization improved team member engagement and the positive impact on productivity and retention.

Module 15: Implementing and Sustaining Team Competencies

- Developing an action plan for applying workshop learnings.
- Strategies for reinforcing core team competencies over time.
- Measuring the impact of competency development initiatives.
- Integrating team competency development into organizational culture.
- Continuous improvement of team performance.
- **Case Study:** Analyze an organization that successfully embedded core team competencies into their ongoing practices and the long-term benefits realized.

Training Methodology

This workshop will employ a highly interactive and experiential training methodology, including:

- **Interactive Discussions:** Facilitated group discussions to share insights and experiences.
- **Practical Exercises:** Hands-on activities to apply concepts and develop skills.
- **Case Study Analysis:** Examination of real-world scenarios to understand best practices and challenges.
- **Group Activities:** Collaborative tasks to foster teamwork and problem-solving.
- **Role-Playing:** Simulated scenarios to practice communication and conflict resolution skills.
- **Self-Reflection:** Opportunities for individual learning and application.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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