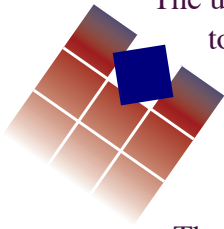


# Team Based Management Workshop

## *Transformation & Performance Through High Performance Work Teams*



The use of **Team Based Management** and collaborative work structures had proven to be a source of competitive advantage and can be found in many industry leading corporations. Organizing work around Team Based Management (TBM) requires a clear understanding of the issues and dynamics involved in these high performance, empowering Team Based Environments.

The primary goal of this one-day workshop is to provide a key step toward investigating, understanding and planning for TBM. This one-day workshop can save valuable time and money as well as help leaders prepare for and respond to the inevitable rough spots in implementation and execution of TBM.

### **Objectives/Benefits**

- ◆ Reasons, benefits, characteristics, principles and pitfalls of TBM.
  - Unconventional vs. Conventional Wisdom
- ◆ The importance and characteristics of an effective TBM climate.
- ◆ How to structure effective teams: Roles & Responsibilities.
- ◆ How to structure organizations to support TBM.
- ◆ Systems change components for TBM:
  - Performance Systems, Information Systems, Compensation Systems, etc.
- ◆ The role of and preparing managers:
  - TBM Managerial readiness assessment
- ◆ TBM and Front-Line Supervision.
  - Transition steps and leadership principles
- ◆ Planning for and managing empowerment.
- ◆ Implementation approached and options.
- ◆ Anticipating and overcoming the resistance to TBM.

**Outcomes:** Participants leave the session with a clear understanding of what TBM is, the major changes required to succeed and a comprehensive plan for change that includes guidelines for implementation.

**Who Benefits:** This program is particularly beneficial for management and labor leaders and leadership teams who are in the midst of or planning to move toward greater levels of Team Based Management.