

Team ReConstruction

Building A High Performance Work Group During Change

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A Handbook for Managers

Team ReConstruction

Destabilized organizations hunger for leadership. They respond best to take-charge management, to leaders who kick into gear with the special moves it takes to mobilize people and protect productivity during change.

Team ReConstruction gives leaders a high-velocity approach to help their work groups recover from “change shock” and deliver impressive results. Participants learn how to *counter the ambiguity and uncertainty, retain talent, bring order out of confusion, and inspire high performance under difficult conditions.*

Agenda

Module 1: Climate for *Team ReConstruction*

Module 2: Take Charge/Focus on Tangible Results

Module 3: Analyze Your People Assets

Module 4: What Now?

Key Objectives

- Learn to mobilize teams for greater productivity during change
- Identify situations that demand “take charge” leadership
- Focus on tangible results to boost morale and rebuild trust

Topics Addressed

- How change damages team performance
- 3 *Team ReConstruction* strategies and why they work
- Identification and analysis of different team roles, behaviors, and their importance
- Individual action plans to accomplish tangible results for the team

Primary Result

Participants learn how to meet the new leadership challenges created by change. They identify their own contribution to the team and learn to value the contribution of other team members as well. Action plans are created for building a high performance work group that will maintain productivity and ensure success.