



## **Building and Leading Teams**

### **Background**

The scope of teams has expanded dramatically in the world of constant experimentation, continual changing conditions, and increased competitive challenges. An increasing number of organizations are relying on teams- cross-functional teams, project team, product development team, virtual team, self-managed team to compete in the domestic and global market. Hence, knowing how to lead a team effectively is a core leadership skill in present context and professionals with such skills are highly sought after by organizations worldwide. This program is designed to help leaders to enhance their team-building skills and learn strategies and facilitation techniques for building high-performance teams and creating effective team dynamics. This program will provide a successful team development process that facilitates the development of a new team or the revitalization of an existing team.

### **Learning outcomes**

Upon completion of this program, participants will be able to;

- Learn the characteristics of a high performing team
- Understand team and group behavior
- Identify stages of team development and how to move forward.
- Develop a range of great team building activities
- Develop the ability to manage teams more effectively
- Use a combination of approaches to engage, empower and motivate the team
- Adapt leadership style to get the most out of their team.
- Establish credibility and develop a culture of trust within the team.

### **Content**

- Characteristics of high-performance team
- Common team dysfunctions
- Team building and dynamic
- Stages of team development
- Leadership strategies
- Individual/team conflict.
- Creating a culture of teamwork

### **Pedagogy**

The pedagogy will be a combination of facilitated discussions on real-life problems, exercises, videos, experience sharing, cases, etc.

### **Intended audience**

This program is designed for all managers, team leaders, supervisor and individuals wishing to improve their skills in building and leading teams.



**Duration:**

Two-day programme

**Profile of the programme director**

**Prof. Jahar Bagchi**

An alumnus of IIM, Ahmedabad, Jahar Bagchi has more than thirty years of varied experience in the industry, academics, consulting & corporate training. During his tenure in the industry, he has handled key responsibilities in the HR domain both at the corporate & plant levels. His assignments straddled a wide range of areas such as Talent Acquisition, L&D & Industrial Relations in diverse sectors such as Banking, Automobiles, Electronics & Power Cables. His last role in the corporate was Vice President HR at Fort Gloster Industries Ltd. He has consulted for various segments such as Paints (Berger), Media (ABP Ltd), Infrastructure (HSCL) & Pharmaceuticals (Roche) in the areas of Organization Restructuring, Human Resource Planning & Performance Management. He has conducted training programmes for Lafarge Cements, Central Bank of India & Skytech Software. As an academic, he has taught MBA students courses in the areas of Organizational Behaviour, HR Analytics & Industrial Relations. He was the Dean at ICFAI Business School (IBS) & Amity Global Business School. Currently, he is an Adjunct Professor at IMT, Ghaziabad. He has traveled extensively in Europe, Middle East, China, Malaysia Indonesia & Singapore where he briefly spent some time at NTU. He has been an active Rotarian.

**Prof. Bindu Gupta**

Dr. Bindu Gupta has Ph.D. in Psychology from IIT Kanpur, India. She has nearly 19 years of experience in teaching, research, and training. She teaches organizational behavior, organization theory, performance management and training and development and conduct sessions on personal growth. Her interest area of research includes leadership, creativity and innovation, emotional intelligence, knowledge sharing, etc. She has authored various papers that appeared in reputed national and international journals. She also has been the editors of two books on creativity and innovation and two books in cases of management. She has been on the editorial board of Journals and reviewers of many national and international publications. Being a psychologist, she has keen interest and expertise in assessing and understanding individuals. She is a qualified trainer of MBTI Step 1 & Step II. She is actively involved in training and consultancy. She has conducted training programs in understanding & managing self, managing teams, conflict management, leadership, change management, giving feedback, etc. for organizations such as Maruti, Magicbricks.com, NHPC, CSIR, Indian Postal Academy, NTPC.

**Price & Venue**

Rs 35,000 per person, IMT Ghaziabad