

Developing individuals and teams

By the end of the course you will be able to:

- ⚡ Understand the factors involved in leading a team to achieve agreed objectives
- ⚡ Assess the current competencies of individuals and teams
- ⚡ Develop the competencies of individuals and teams

-1- Determine development needs

- ⚡ Understand the factors involved in leading a team

Definition

- **A team** is any group of people organized to work together interdependently and cooperatively to meet the needs of their customers by accomplishing a purpose and goals. Teams are created for both long term and short term interaction.
- **Leadership** is learned, the skills and knowledge processed by the leader can be influenced by his or hers attributes or traits, such as beliefs, values, ethics, and character.
 - Knowledge and skills contribute directly to the process of leadership, while the other attributes give the leader certain characteristics that make him or her unique.
 - Leaders carry out this process by applying their leadership knowledge and skills which called Process Leadership.

Providing team leadership

Leadership is increasingly taking place within a team context. As teams grow in popularity the role of the leader in guiding team members takes on heightened importance. And the role of team leader is different from the traditional leadership role performed by first line supervisors.

Therefore to provide team leadership team leader requires identifying team development need.

Identifying team development needs

- ✓ Competency reviews
- ✓ Identifying development needs
- ✓ Development planning

The skills and knowledge processed by the leader can be influenced by his or hers attributes or traits, such as **beliefs, values, ethics, and character**. Knowledge and skills contribute directly to the process of leadership, while the other attributes give the leader certain characteristics that make him or her unique.

Skills, knowledge, and attributes make the Leader, which is one of the:

There are 5 Platforms for successful team working

- ✓ Establishing purpose
- ✓ Agreeing processes
- ✓ Communicating effectively
- ✓ Building trust
- ✓ Co-operating

Develop Teams And Individuals Assessor Guide

Winnie Bachmann



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