Leading Teams

Understanding the dynamics of effective team leadership means better output, happier and more inspired people, and a smoother workflow.

This module outlines what you need to understand to plan, build, and lead the most effective and productive teams possible. When a team is functioning at its best, something magical happens. Everyone is focused, everyone is excited, and the synergy between people grows exponentially.

This can be called a team of trust, and the last section in this module looks specifically at that concept. When you become a leader who can lead a team to this level, you become the kind of leader who is most in demand: someone who leads others to realize their full potential.

Learning Outcomes

1. Describe the characteristics of effective teams.

2. Describe the different types of teams.

3. Identify the four stages in Tuckman's model of team development.

4. Discuss the five dysfunctions of teams and how to address each as the team leader.

5. Identify behaviors and actions used to improve team performance.

6. Describe the team problem-solving method and developing a team of trust.

Recommended Learners

➢ Undergraduate Students

➢ Graduate Students

➢ For students and faculty who want to sharpen their skills and abilities to lead others to success.

Transformational Leadership

A **transformational leader** is one who brings about positive, major changes in an organization.

Charismatic leaders may or may not be transformational. Although they inspire people, they may not bring about major organizational changes.

Charisma is a key component of transformational leadership, and hence many of the characteristics of charismatic leaders also apply to transformational leaders.

Transformational leaders focus on accomplishments while still paying attention to their personal characteristics and his or her relationship with group members. Leaders often encounter the need to address severe organizational issues or even crisis. They may need to transform organizations from unacceptable to acceptable or high performance. To do so, they often need to change organizational culture or subculture.

Transformational leadership is often contrasted with **transactional leadership**, in which leadership is focused on supervision and performance and the application of reward and/or punishment to motivate behavior.

An example of a learning event in our Leading Edge Learning modules. The types of instructional content within the modules include: readings, videos, transcripts, audios, interactive questions, offline application exercises, flash cards, narrated presentations, matching exercises, relevant articles, downloads, a final exam, and other activities designed to engage learners based on recognized science of learning educational concepts.

Applications and Best Practices

- ✓ Integrate in a leadership or management course.
- ✓ Include in a career center or library for workplace skills development.
- ✓ Professional development for continuing education or refresher of skills.
- ✓ Develop skill sets of working professionals.

Pricing
Module is Approximately 3-5 Learner Hours

1-100 Learners per Year	101-500 Learners per Year	500+ Learners per Year
$49 per Learner	$44 per Learner	$39 per Learner