



## 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.

## 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

### Higher Education

- Undergraduate Students
- Graduate Students

### Business, Industry, Nonprofits, & Agencies

- Newly Assigned Employees
- Managers with Multifunctional Responsibilities
- Organizational Leaders
- Small Business Owners

## 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

#### Higher Education

- ✓ Teaching leadership skills to undergraduate learners.
- ✓ Include in a career center for workplace skills development.
- ✓ Teach business English to non-native speakers.

#### Business, Industry, Nonprofits, & Agencies

- ✓ Developing the leadership skills of new employees.
- ✓ Helping new supervisors and managers with their leadership skills.
- ✓ Honing the leadership skills of senior leaders.
- ✓ Continuing Education Units (CEUs) for professional development and certification.

### Pricing

#### Module is Approximately 3-5 Learner Hours

1-100 Learners per Year  
\$49 per Learner

101-500 Learners per Year  
\$44 per Learner

500+ Learners per Year  
\$39 per Learner