

Experiential
Workshop on
Team Building

27-29, August 2009

Tata-Dhan Academy
DHAN Foundation
Madurai

Experiential Workshop on Team Building

The Need

The effectiveness of NGOs highly depends on team work at different levels as teams become the primary unit of performance. There is a high demand for innovative solutions and approaches that focus on team building that helps to advance the organization. In the present scenario there are many inadequacies and team problems in practice. What is needed is an ability to tap into and fully utilize the collective talents, energies, ideas and resources of the team for effective functioning. Effective teams form the heart of every successful organization. To work together, we have to learn to explore our 'self' in the team context, understand the perspective of others, set performance goals, be committed to a common purpose and approach to hold mutually accountable. Playing the role of a team player and leader is critical today.

Cooperation and collaboration between various teams within the organization is a prerequisite for its success. Particularly inter-team coordination and relationship with community team functionaries needs high emphasis to enhance effectiveness of grassroots work. Further, members of an organization have multiple roles and therefore, the role of a team leader is critical. The challenges being faced by NGOs show that there are many possible obstacles to effective team work such as inadequacies of structure, nature of work; personal attitudes and beliefs, organization values and culture to manage inter-personal relations.

About the Programme

Teams cannot flourish and preserve if the members lack a sense of responsibility and commitment. From "The wisdom of teams" The team concept is built upon a foundation of 3Cs: care, concern and commitment. This programme will lay a foundation to achieve continued success as a team. It will focus on developing skills to work effectively and productively as a team, with a stronger commitment and a renewed sense of accountability. This programme is designed in the context of NGOs, to analyze those factors which can promote team effectiveness and the effectiveness of the team members.

Objectives

We have designed this workshop to provide experiential learning to become a valued team player/leader and build team performance. This will sensitize participants about the dynamics of working together, building a team orientation, strategies for building team culture and developing collaboration with the team functioning at community level. The objectives are:

- * To expose the participants to different roles, issues and challenges as a team.
- * To sensitize the participants about the various skills such as interpersonal, problem-solving and decision-making which are readily applicable in the workplace.
- * To work out action plan on strategies for increasing team cohesion in their organization

Contents

- * Team Based Working (TBW) concepts and theories.
- * Exploring the 'self' on 'relationship with colleagues'.
- * Understanding the dynamics and effectiveness of team.
- * Skills for team building: communication, conflict management and decision making.
- * Techniques and tips for high performing team.

Module

Module	Focus
1. Exploring self	<ul style="list-style-type: none">✍ Exploring self personality as a team member✍ Understanding about team and building blocks for team✍ Assessing relationship with colleagues and limitations✍ Preparing to be an effective team player
2. Developing an effective team and culture	<ul style="list-style-type: none">✍ Understanding the stages of team development with characteristics✍ Identifying SWOT of team and defining role clarity✍ Appreciating the purpose, norms of team✍ Conveying to a common agenda and action plan
3. Team communication	<ul style="list-style-type: none">✍ Techniques for effective communication – giving and receiving feedback✍ Active listening and balanced participation
4. Team problem solving and decision making	<ul style="list-style-type: none">✍ Handling conflict and disagreement✍ Nuances of problem solving processes✍ Decision making techniques✍ Team collaboration and consensus approach
5. Developing inter team collaboration and collaboration with community team.	<ul style="list-style-type: none">✍ Highlighting issues in inter team relationship✍ Skills to relate with people functionaries and team✍ Working out action plan

Methodology: The workshop will be highly experiential and process-driven with a blend of lectures, simulations, case analysis, games, self-administered instrument tests, group discussion and assignments.

Duration: 3 Days (August 27-29, 2009)

For whom: Executives with and above 3, or more years of working experience in NGOs will find this programme useful. Participants with substantial people management responsibilities will find this programme a rich learning experience.

Venue and Accommodation: The programme will be held in the Tata-Dhan Academy campus. Accommodation will be arranged on double occupancy basis.

Programme Fee: Rs. 5000/- per participant. The fee includes on-campus board and lodging, teaching material use of library and computer facilities. Programme fee shall be made through Demand Draft favouring “Tata-Dhan Academy” payable at Madurai.

Nomination: The enclosed nomination form duly filled in should reach us by August 15, 2009.

Programme Coordinators: **N. Shanthi Maduresan**, Faculty, DMP Coordinator
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About Tata-Dhan Academy

Tata-Dhan Academy is promoted by DHAN Foundation, a pioneering grassroots organisation and Sir Ratan Tata Trust (SRTT), Mumbai to identify, nurture and groom young graduates, into development professionals through its flagship 24 month long academic programme in development management, the PDM. The programme is a careful blend of classroom and field segments. Till date eight batches of PDM students have graduated from the Academy and are working with disadvantaged communities on various issues. The Academy aims at and is working towards becoming a Centre of Excellence in Development Management.

In addition to long duration education programme and research, the Academy has identified short duration Development Management Programmes as its core purpose to enable the world of practice. The thematic programmes include Development Management Appreciation Programme (DMAP), the Art of Upscaling Microfinance (ART Programme), Social Development Research Capacity building (SDRC) and Leadership Education in Advancing Development (LEAD), Participatory Research Methodology on Microfinance, Livelihood and Health, Experiential Workshop on Team-building, Web Design training programme for NGOs, ToT on Counseling .The purpose of the programmes is to professionalise the development sector in general and NGOs in particular to augment their efficiency and effectiveness.

for Contact

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