**Course Descriptor – Leading Effective Teams**

There is a great deal of evidence that effective team working improves patient, client and service user outcomes and contributes significantly to staff well-being. The key objective of this module is to enable team leaders to facilitate the development of their team towards high performance.

The module is split into 2 one-day workshops which will take place approximately 6 weeks apart. The first workshop will enable leaders to review the current effectiveness of their teams using an evidence-based model of team functioning. Leaders will develop plans to use appropriate practical tools and techniques to lead team colleauges on a journey towards sustainable high performance. The second workshop will provide leaders with the opportunity to review progress and develop skills to overcome barriers to effective team development. Between the 2 workshops leaders will be expected to work with their team colleagues to:

* Carry out an assessment of team effectiveness
* Develop clear identity and team objectives
* Increase role clarity within their team and with other teams

An emphasis will be placed on providing practical tools and techniques that team leaders can use to develop and maintain high levels of team performance.

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| **Competencies supported** | | |
| **KSF** | **NHSGGC Leadership** | **National Leadership** |
| Communication - Level 3  Personal and People Development - Level 4 | * + - * Achieving Results * Collaborative/Partnership Approach * Influencing and Negotiating * Champions of change * Impartiality | Personal Governance   * Engage with others * Develop self and team * Account for performance   Personal Management   * Self-awareness * Emotional competence and consistency * Articulate and live by values   Knowledge Management   * Asking the hard questions proactively * Listening empathetically to understand |