



Building & Managing a High Performing Team

Description

The course is intended to help leaders at all levels in the biotech and biopharma industries improve how well they participate in and lead teams. The course focuses on principles that enhance leaders' collaboration skills and help them to better model effective collaboration for others. Students are taught how to serve the role of team leader, moving a team through typical stages of team development, and learn what it means to be the linchpin for a team. Participants will consider how to address some of the typical dysfunctions and challenges that can diminish a team's effectiveness.

Format

This interactive remote course occurs over four days, 3 hours per day. The course will remain remote until safe to return in person.

Topical Agenda

Session 1:

- Collaboration Principle
 - Constructive Conflict is Essential
 - Psychological Safety Matters
 - Seek Win-Win
 - Balance Advocacy & Inquiry
- Leader as Collaborator

Session 2:

- High Performing Teams – Success Factors
- Building a New Team
- Stages of Team Development
- Leader as Linchpin
- Stakeholder Management

Session 3:

- The 5 Dysfunctions of a Team
- Disagree & Commit
- Fostering a *One-Team* Culture
- Leader as Teambuilder

Session 4:

- Maximizing Team Performance
- Meeting Effectiveness
- Framework for Continuous Team Improvement

For more information or questions, contact courses@massbioed.org.

[MassBioEd.org/Corporate-Professional-Development](https://massbioed.org/Corporate-Professional-Development)