



BUILDING and SUSTAINING high performance TEAMS

An Intensive 3 day global workshop on how to build and sustain high performing teams

**LEADERSHIP IS NOT ABOUT TITLES, POSITIONS, OR FLOW CHARTS.
IT IS ABOUT ONE LIFE INFLUENCING THE OTHER**

- John C Maxwell

The Best Performers get promoted as Managers... Would they make Best Managers?

A Manager's role is complex mix of dealing with multiple stakeholders and tasks. New Managers (and even some experienced ones) face the challenge of dealing with their responsibilities without any formal training. Through some powerful learning experiences, such Managers can be enabled to excel in their roles and add value to the company.

How will this program enhance my performance as a Manager?

HERE IS WHERE **"BUILDING AND SUSTAINING HIGH PERFORMANCE TEAMS"** PLAYS A SIGNIFICANT ROLE.

This workshop is tailor-made to help the manager deliver high performance by focusing on the following:

- ▶ How do I identify the potential of my team
- ▶ How do I keep the team motivated in challenging situations
- ▶ How do I get a collective buy-in towards delivery of common goals
- ▶ How do I handle conflicts in a productive manner

Traditional workshops only offer information and let participants free to apply the same in any way that they deem fit. As facilitators of learning, we believe in the process of **'action learning'** - i.e. learning through doing. The facilitators of this workshop are highly experienced professionals in the field of Applied Behavioural science with an extensive understanding of the diverse organisational contexts. They have designed this workshop integrating cutting edge management theory with the best practices of successful organisations.

In this workshop, managers will....

- ▶ Understand how to empower teams
- ▶ Learn to help team members understand and leverage their strengths
- ▶ Recognise the value of building a network of peers
- ▶ Kick-start a continuous feedback and review process for on the ground improvements
- ▶ Reorient team dynamics to create collaborative working environments





Do-Learn-Practice-Use. **All today, All NOW...that's the difference**

The workshop will be completely experiential and activity oriented. So, what does this mean?

What this means is that the participant will be engaged in the learning process in some activity or the other. The activities simulate what happens in the organisational context and hence the insights can be applied back to the workplace.

In essence, this learning environment that gets created allows for each individual to participate at his/ her pace and gives them the freedom to express what they want and the manner that they find most valuable.

What the participant also finds meaning is the feedback that he/she receives from other participants and the facilitators about their own functioning (both functional and dysfunctional). The coming together of a diverse set of people from different organisations also brings about the sharing of best practices and this stimulates serious thinking about alternative approaches to managing people.

Last but not the least, the methodology focuses strongly on building on what is best in you and your teams (available strengths and resources) rather than worry about what is unavailable.

About the Faculty!

Gayatri and Viswanath run Organisations & Alternatives Consulting – a 20 year old consulting firm whose core purpose is to help organisations work towards their vision and goals. Both of them are highly competent Executive coaches.

With over 25 years of experience each - cutting across various industry verticals both in organization consulting and talent development. They have facilitated workshops across the Corporate, Not-for-Profit and Education sectors while conducting these in India, the Middle east and South east Asia.

They are passionate about developing talent, strong propagators of positive psychology and enabling self-awareness.

Gayatri Sriram

Keen people watcher, believer in positivity, facilitator, coach and counsellor, Gayatri comes with over two decades of experience across multiple verticals, domains, industry, continents, countries and cultures.

An MBA from the University of Houston, she gained practical people development experience in the hey days of the IT boom in the Silicon Valley. She chose to come back and work in India, investing time in corporate, educational and development sectors here.

She is passionate about working with people in discovering themselves, bringing in positive psychology and experiential methodologies into the process. She believes that everyone would like to do their best and succeed, and is always happy to support them as individuals, groups and teams in this journey of constant growth.

G Viswanath

Viswanath is an Organisation development consultant for the past 20 years and has been facilitating Applied Behavioural Science based interventions including Coaching. Post an MBA from IIM – Bangalore, Vish worked in the Corporate world for 13 years in IT, Product marketing, Pre-sales technical support and switched rather dramatically to the field of Human Resources.

In this consulting work, Vish has worked with hundreds of organisations in the Corporate, Not-for-profit and Education sectors in India and abroad – facilitating close to 500 workshops. His other interests are Education, the outdoors and Buddhism.

Who should attend this program?

- ▶ Project/Program Managers
- ▶ HR Managers
- ▶ Production Managers
- ▶ First time Managers
- ▶ Finance Managers
- ▶ Sales Managers
- ▶ Team Leads
- ▶ Operations Managers
- ▶ Relationship Managers
- ▶ Entrepreneurs
- ▶ Service Delivery Managers

When and Where Can I attend the workshop?



26th, 27th, and 28th June 2015



Shristi Camp, Bangalore.

ShristiAdventures.com

Help Desk - Contact Us



(+91) 88 8462 6200

Call our help desk for information assistance or to enroll for the program



Practical Methods IT Services Pvt Ltd

#410/411, Prestige Centre Point, Cunningham Road, Bangalore - 560 052, INDIA

[+91 80 6565 4585](tel:+918065654585) [+91 88 8462 6200](tel:+918884626200) Mousumi.c@practical-methods.com
www.practical-methods.com