



VIRTUAL INSTRUCTOR-LED TRAINING YEAR END TEAM BUILDING WORKSHOP (HALF DAY)

A Specialised Kwelanga Training Programme

INTRODUCTION

Teambuilding is needed now more than ever. The pandemic has caused teams to work remotely and the result of this is less cohesiveness and a move away from collaboration. Teambuilding is a good short-term intervention that encourages group understanding and bonding, yet the effects of team building extend beyond the team in the workplace. They improve the way in which employees engage with customers and develop strategies together, to promote products and services, essential for the growth of any company.

This programme will unify your employees and involve everyone in personal and group awareness for continued success, whilst laughing and sharing on a virtual platform. Delegates evaluate themselves for a better understanding of others, increasing motivation in a team and practising positive behaviour. It will integrate and cement the team and consolidate a foundation of trust and team synergy that may have been lost in 2020.

The workshop incorporates fun group activities, competition, individual diagnosis and facilitated feedback. Team building activities increase camaraderie, positive communication, idea sharing, raises morale, encourages bonding and is fun!

WHAT THIS COURSE CAN DO FOR YOU AND YOUR TEAM

- Improve understanding of team members when working remotely
- Build trust and motivation
- Identify and understand individual personality and social styles
- Move out of comfort zones to develop self
- Take responsibility and own behaviours
- Identify the stage of the team and how to grow the team
- Become a winning team

TARGET AUDIENCE

The course is suitable for all levels of staff, teams and departments. Can be targeted at teams who require a fun intervention to maintain or build team spirit, need consolidation or motivation, teams that are not creating the required results or require input on becoming winning teams.

COURSE CONTENT

Icebreaker

- Fun activity to 'break the ice' and set a positive tone
- Do we really know each other?
- What are the perceptions we have built?
- How do we treat each other?

Building Team Trust and Motivation

- Review: How have we been working as a team in this year of the pandemic?
- Building team trust for effectiveness and productivity, even when working remotely
- The importance of team work impacting positively on motivation

Identifying Individual Personalities and Social Styles

- Accepting ourselves and adapting to our team members
- Communicating and understanding each other
- Shifting our style to deal with different personality types that show up in our teams
- Adapting to others through improved understanding

Team Development

- Where are we currently as a team in 2020 and why?
- Unpacking some of the challenges of 2020
- Stages of team development
- Importance of role definition
- Creating synergy, trust and respect

Continue Moving Forward - Become a Winning Team

- What does the team need? Individual/group activity
- Where to from here?
- Committing to enhance the team
- Set personal goals for improvement

Personal Accountability & Commitment Plan

VIRTUAL INSTRUCTOR-LED TRAINING

Participants "attend" virtual classroom training, through the Zoom on-line platform, without having to travel to and from the classroom each day. Courses are divided into several shorter sessions to minimise operational disruptions and improve knowledge retention.

Training is facilitated in real-time, providing the benefit of hands on learning. Delegates interact with the facilitator and each other, as with any other classroom experience. This allows for a cooperative learning environment, where participants can share knowledge, engage in positive discussions and work together.

Benefits of Virtual Instructor-Led Training

- ✚ Virtual training provides flexibility to both the client/delegate and facilitator.
- ✚ Delegates are active participants rather than relying entirely on the instructor.
- ✚ Virtual training is conducive to a more fluid exchange of ideas, focused real-life scenarios and an intensified level of engagement.
- ✚ Information is shared through video, documents, and written notes with learners in real-time.
- ✚ Delegates who have internet connection can learn at anytime and anywhere through virtual learning or through recorded videos.
- ✚ Delegates can participate in discussions and ask questions at any time.
- ✚ Breakout rooms allow delegates to work in groups and complete activities in teams which allows for a rich interactive experience.
- ✚ Access to expert facilitators who may otherwise be unable to visit workplaces due to unforeseen circumstances.
- ✚ Use of slides and video clips enhances virtual learning.

POST COURSE ASSISTANCE

“Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation. Delegates can “Contact the Coach” for support, information or assistance with additional questions regarding the application of theory covered during the course.



Personal Accountability & Commitment Plan

Kwelanga is determined to promote and encourage accountability and behaviour change once delegates return to the work place. A Personal Accountability & Commitment Plan is therefore included in each course presented.

Facilitators will guide delegates through the recording of action plan items and will encourage them to show their Personal Post Course Accountability & Commitment Plan to their up-line on their return to work so accountability is created. This tool will also be useful for monthly one-on-one development discussions.

On-Line Knowledge Hub

All delegates attending Kwelanga Training courses have FREE access to post course on-line resources. Up-to-date, convenient and easily accessible information, relevant to the programme attended, is available. Tools include case studies, articles, exercises and other valuable information which will reinforce course content and assist in transferring knowledge and skills to the workplace.



OUR COMMITMENT TO YOU ...

Kwelanga Training's Commitment

***To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.***

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