

Systemic Team Leadership

Developing managers to lead high-performing teams which thrive in today's complex and highly networked world



Systemic Team Leadership programme

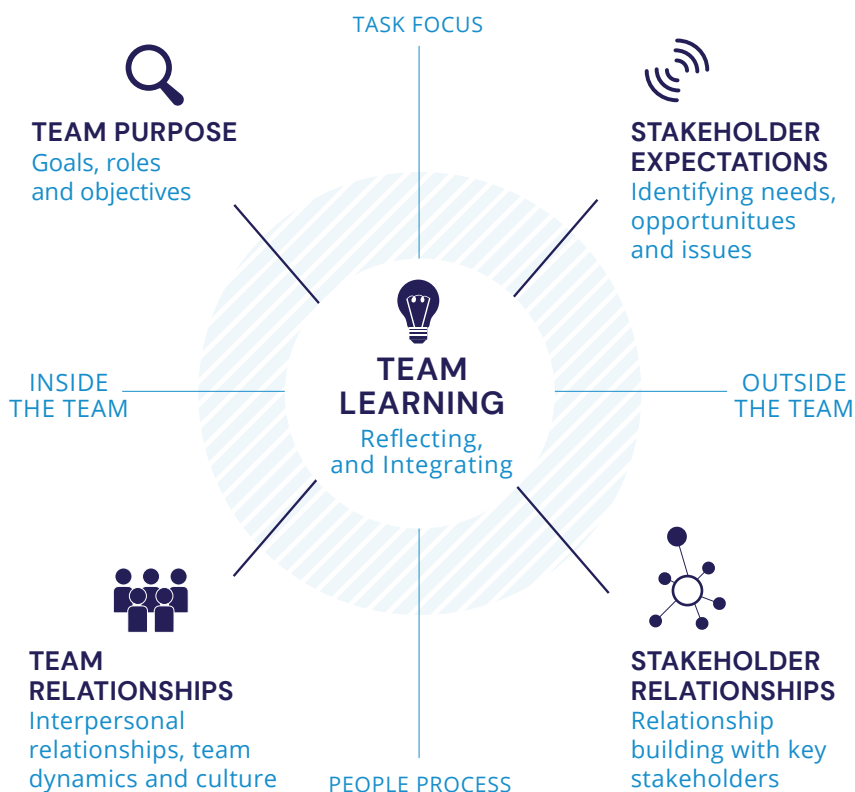
This programme provides a fresh approach to leadership and team development through focusing participants on the systems and stakeholders connected to their teams.

It challenges them to re-imagine the role their teams can play in delivering value to their organisation, its clients and customers.

Participants are coached in thinking 'systemically', examining the influences and connections outside the team as well as within it. These systems include their team's direct reports and sub-teams, their internal stakeholders, customers, shareholders and beyond to the political, environmental, economic and technical issues which influence their success – whether they realise it or not.

Participants are then encouraged to take their learning back to their teams and coach them through the activities needed to be a truly high-performing team.

Hawkins' Five Disciplines Model



Content

It is structured around a core two-day programme, during which leaders are guided through the Five Disciplines Model of High-Performing Teams and introduced to tools and experiments to explore systemic issues.

Participants also experience exercises to help them probe questions such as:

- Who are their team's stakeholders – and what do they really need?
- What role could the team play to add the most value to their organisation and its customers?
- How can their team work together most effectively?
- How can they build strong, collaborative relationships inside and outside the organisation?
- What do they need to do to embed continuous learning in their team culture?

This is a highly experiential programme, during which team leaders and managers work on these issues through considering the results of a unique 360-degree report on their stakeholders' views of their own teams (using our online Team Connect 360 tool).



A flexible structure

The programme is adaptable to your organisation's priorities and can be deployed as a way of introducing systemic thinking or as part of a coaching culture or change management programme.

It can be offered as a standalone two-day programme but is recommended as part of a more rigorous process. Ideally this starts with developing the coaching skills needed by modern managers for leading their teams. After the programme participants are supported in taking their learning back to their teams and coaching them to redefine their role, purpose, stakeholder relationships and ways of working.

A comprehensive version of the programme, such as the one shown to the right, creates richer opportunities to apply the learning and for participants to drive change with their own teams through peer coaching and support. Options include:

- Precede the programme with Coaching Skills for Managers development to enhance how participants work with the teams they lead
- To complete the TC360

OPTIONAL

1 or 2 days

Coaching skills for managers

SYSTEMIC TEAM LEADERSHIP PROGRAMME

2 or 3 days

What makes a high-performing team?

How to operate systemically

The Five Disciplines Model of High-Performing Teams

Peer support and action learning sets...over the following months as participants coach their team through change

- In the months following the programme, support participants in leading a high-performing team development programme with their own teams, with peer coaching and facilitated Action Learning Sets





Learning outcomes

Exact learning outcomes depend on the programme designed for your organisation and can include:

- Understanding the Five Disciplines Model of High-Performing Teams
- Understanding systemic thinking and how to apply the key principles to teamwork
- The chance to explore your challenges and opportunities in the Action Learning Sets
- Knowledge of your stakeholders' views about your team, its role, purpose and working practices (through the Team Connect 360 survey)
- Greater awareness of your team's strengths and development areas
- Development of a plan to engage your team in addressing the issues it needs to perform to its full potential

Contact

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The AoEC's mission is to transform individuals, teams and organisations globally through world-class, accredited executive and team coach training and coaching-based solutions for organisations. Our dedication to customer service, inclusive culture and strong ethical approach to business helps everyone we work with realise their full potential.