

# Team Building

## February 27 – March 1, 2012

**Programme Co-ordinator:**  
**Prof. SN Biswas**

This programme is designed to help people who are in charge of other people in organizations. It is also designed to help people in gaining confidence of the group with which one works. There is an increasing trend in using team building techniques for participatory rural development. Whether in business or voluntary activities, we work with other people who have unique skills to contribute to the overall performance of the organization. The leader needs to build a team out of the group she/he has in order to bring about the best possible outcomes for the organization as well as individuals involved in the activity.

### Objectives

- To provide an overview of participatory processes in organizations
- To provide team building as an effective tool in participatory process
- To provide a comprehensive picture of an effective team
- To impart knowledge on structuring of teams
- To impart skills in building and maintaining an effective team

### Contents

- Introduction to team building
- Team building as a tool in participatory process in organizations
- Teams within the organization
- Essentials of an effective team
- Contingency factors in teamwork
- Teams that work and that don't

- Clearing the perceptual blocks
- Listening as a building block to effective team building
- The art of receiving and giving feedback
- Behaviour-Role Analysis Induced Negotiation System (BRAINS)
- Promoting creative thinking
- Creating the glue that binds the team - sharing the ideology
- Managing conflicts in teams
- Decision making and problem solving in teams
- Conduct of team meetings
- Effective team leader as a facilitator
- Action planning

### Pedagogy

The programme will be conducted in sessions which would involve interactive lectures, case discussions, exercises, and role-plays. Video Films on dynamics of team building will complement these. Throughout the programme, participants will be encouraged to share and learn from each other's experience. The emphasis across all sessions would be on post-training action plan.

### Participants

The programme is intended for senior and middle level professionals from co-operatives, NGOs, donor agencies, and government bodies.

### Fee

₹ 16,000 per Indian participant and US\$ 700 per overseas participant

**Deadline for Confirmation of Participation: January 31, 2012**