American Management Association's
Leadership Skills and Team Development for Technical Professionals

Learning Objectives

• Lead Teams of Technical Professionals
• Balance the Roles of Leading, Managing, and Doing
• Deploy the Appropriate Type of Team for Each Specific Situation That Warrants a Team
• Use the Team Meeting Success Tool to Improve Team Performance
• Train the Team Members on Effective Teamwork
• Analyze Changes in Team Dynamics and Take Effective Action
• Use Conflict Constructively
• Coach and Provide Feedback to Individuals and the Team
• Demonstrate Effective Motivation, Communication, Coaching, and Leadership Without Authority
• Evaluate Individual and Team Performance
• Develop a Plan, Monitor and Measure Performance
• Move a Team Toward High Performance
• Develop a Plan to Improve Your Individual Leadership Skills

Forming

• Identify the Unique Characteristics of Technical Professionals
• Identify How Technical Professional Are Like Most Other Professionals
• Use Your Understanding of Technical Professionals to Lead Teams
• Differentiate Among Doing, Managing, and Leading
• Plan Your Time Appropriately
• Rise to Some of the Challenges of the New Team Leader
• Deploy the Appropriate Type of Team for Each Specific Situation That Warrants a Team
• Assign Teams Appropriate Activities
• Use the Team Meeting Success Tool to Improve Team Performance
• Execute the Role of Team Leader and Train Team Members
• Establish the Basic Necessities of Team Building
• Use Your Leadership Style Effectively
• Analyze Changes in Team Dynamics
• Take Effective Action with Changing Team Dynamics

Storming

• Use Conflict Constructively
• Prevent or Minimize Destructive Conflict
Norming

- Manage the Team Day to Day, Applying Planning, Discipline, Problem Solving, and Delegating Responsibility
- Coach and Provide Feedback to Individuals and the Team
- Lead the Team Using Motivation, Communication, and Leadership Without Authority
- Evaluate Individual Performance Looking Forward, Not Backward
- Evaluate Team Performance Looking Forward, Not Backward
- Plan for Success, Strategically and Tactically
- Monitor and Measure Performance
- Take Responsibility and Improve Performance
- Plan and Improve Your Individual Leadership Skills

Performing

- Move a Team Toward High Performance
- Articulate What You Have Learned
- Decide Whether Your Concerns Have Been Addressed