

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

Learning Objectives

- Define Your Leadership Style and Its Impact on Others
- Describe the Stages of Team Development
- Explain the Importance of Constructive Conflict in Team Deliberations
- Use Coaching and Delegating to Develop Team Members
- Lead a High-Performing Team by Setting Clear Standards of Behavior and Assessing Periodically
- Cite Ways to Provide Team Closure and to Celebrate Accomplishments and Team Contributions

Forming

- Differentiate Between Technical and Non-technical Professionals
- Describe Why People Skills Are Important to Leadership
- Explain the Differences in Doing, Managing, and Leading
- Describe Best Practices for Successful Team Meetings and Building
- Identify Your Leadership Style

Storming

- Describe the Stages of Team Development
- Apply Your Insight Work Style to the Stages of Team Development
- Identify Effective Approaches to Dealing with Team Conflict
- Describe the Steps of Assertive Communication
- Give and Receive Feedback

Norming

- Explain How to Delegate Responsibility
- Identify Effective Motivational Strategies for Your Team
- Describe Effective Coaching Behaviors

Performing

- Describe the Indicators of a High-Performing Team
- List Ways to Avoid Groupthink
- Describe the SMART Goals Writing Process
- Describe the Challenges of Leading Virtual Teams Through the Development Stages

Adjourning

- Describe Some of the Emotions That People May Experience When Their Team Is Disbanded
- List Some Leadership Strategies That Provide Closure for Team Members
- Explain the Importance of Celebrating during the Adjourning Phase