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

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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 Adjournment Phase