



**The Carlyle Consulting Group**  
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## **Effective Team Building For Managers & Supervisors**

1. The Benefits of Team Dynamics
  - a. All Aboard - Member Buy-In
  - b. Ownership = Accountability
  - c. "That's a New Way To Look At It"
2. The Dysfunctional Team
  - a. Overcoming the Initial Resistance / Disinterest
  - b. Lack of Purpose
  - c. Lack of Direction
3. Clarifying Roles & Responsibilities
  - a. Identifying the Team Leader
  - b. Team Objectives
  - c. Individual Accountabilities
  - d. Shared Accountabilities
  - e. The 7 Non-Negotiable Rules Of Our Team
4. Coaching In a Team Environment
  - a. Coach Versus Judge Mentality
  - b. True Empowerment Is Not Just a Catchy Phrase
  - c. Capitalizing On Member Talents & Strengths
  - d. Placing Members In a Position to Win (or lose)
5. Instrument: InQ – Your Thinking Profile
  - a. Synthesist: *On the Other Hand . . . .*
  - b. Idealist: *It Feels Right To Me . . . .*
  - c. Pragmatist: *I'll Buy That . . . .*
  - d. Analyst: *Logically Speaking . . . .*
  - e. Realist: *It Seems Obvious to Me . . . .*

6. Team Conflict – It's Not Always Bad
  - a. Assertive Versus Aggressive Language
  - b. You Versus I Statements
  - c. Coping With Difficult Team Members
    - i. The Negative Team Member
    - ii. Passive Team Member
    - iii. Unmotivated Team Member
    - iv. Over-agreeable Team Member
  
7. Systematic Decision Making
  - a. The Benefits of Brainstorming
  - b. Mapping the Process
    - i. Frame the Problem
    - ii. Identify the Options
    - iii. Consider the Consequences
    - iv. Implement the Solution
  
8. Building on Team Success