





Skills For Improving Group Effectiveness

Program Goal:

Provide you with the knowledge and skills to help a team improve its effectiveness and business results through the application of Group Process Consulting (GPC) tools.

Program Objectives:

-  Increase effectiveness by choosing interventions that meet the needs of the group and achieve improved team results.
-  Learn and practice the use of task and maintenance process to achieve group and team development.
-  Develop your skill and confidence with engaging more effectively with team dynamics, including power and conflict.
-  Increase awareness of your style and increase your effectiveness with use of self in groups.

Who Will Benefit:

This program is intended for those who want to lead, participate, or facilitate more effective groups and teams. This includes: project managers, team leaders, and team members; and those whose job it is to help groups to be more effective: organizational consultants, facilitators, and trainers.

Why:

A large amount of organizational and community work continues to be done in small groups. Whether these groups are 2 or 15 people, meaningful work often requires the agreement and support of others to identify the action to be taken, provide resources, and implement the plan. All too infrequently, groups fall short of the initial excitement, promise, and expectations which create less than hoped for results.

There is a way to significantly improve the results your group or team achieves. Putting the knowledge and skills of effective group behaviors into practice will create significant improvement in the results of your team. While there is no 'magic bullet' to improved team performance, high performance can be achieved through the use of key roles, skills, and knowledge that are put into practice with your group.

The skills acquired can be applied to the multiple roles professionals play in today's workplace, including influencing a group when you are not formally in charge of the group task. This program is designed to provide you with key skills and knowledge of team performance, including how to harness the power of differences, coupled with extensive opportunity to practice those skills. As a result, you will leave with greater confidence and experience to use the tools you acquire in your 'back home' group or team.

PETER SMITH ASSOCIATES

Organizational & Management Consulting

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Skills For Improving Group Effectiveness

AGENDA

Daily Schedule is 8:30AM to 5:00PM

Day One	Day Two	Day Three
<ul style="list-style-type: none"> ▪ Self knowledge/ assessment: what is my preference for task/process? Bias? ▪ What is Small Group Process Consultation? ▪ Group Task and Maintenance Process ▪ Entry/Contracting Theory ▪ Entry/Contracting Skill Practice ▪ Debrief Contracting: Questions/ Learning 	<ul style="list-style-type: none"> ▪ Assessment Theory ▪ Assessment Skill Practice ▪ Debrief Assessment: Questions/Learning ▪ Intervention Theory ▪ Intervention Theory Skill Practice ▪ Questions/Learning 	<ul style="list-style-type: none"> ▪ Practical Process Consultation ▪ Group Process Consultation (GPC) Skill Practice ▪ GPC Competencies ▪ GPC Questions/ Issues/Dilemmas ▪ Wrap Up/Back Home Planning

Where: Manchester, NH

When: May 13-15, 2011

Where: Portland, ME

When: September 16-18, 2011

Cost: \$895

Discounts are available for those with more than one person from the same organization attending this workshop.

Staff:

Peter M. Smith, M.B.A.

Peter is a consultant with over 24 years of experience with organizational and team effectiveness, conflict management, strategic planning, and coaching. He runs the Organizational Consulting Program, a training program for consultants. Clients include over 80 non-profit and for profit organizations. His experience includes 20 years as a faculty member and Director of the Organization Development Certificate Program with Antioch University New England.

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To register, please complete the following:

First name

Last Name

Address

City

State

Zip Code

Email

Telephone

Workshop Preference: (place cursor on the check box for the workshop you prefer and type an x to select)

May 13-15, 2011 Manchester, NH

July 15-17, 2011 Portland, ME

Please complete the above registration information along with your payment to:

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For More Information Contact Pete:

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