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