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Teams and Change Leadership

with Dr. Marilyn Laiken

Date: April 26-27, 2012

Location: Best Western Primrose Hotel

Fee: \$1000

[Register online now](#)

This 2-day workshop is designed for managers, supervisors, consultants, team or project leaders, and informal group leaders in any setting.

Change leadership through team development has become a key strategy in growing high performing, 21st century organizations. Cohesive work teams, in which personal needs and organizational goals can be aligned, are central to effective organizational performance.

However, highly effective teams do not suddenly emerge on their own, fully developed and highly motivated. Successful teams require careful and consistent nurturing as they evolve from a collection of individuals to an integrated, high functioning unit that unleashes the creative potential in each of its members.

Of course, building great teams and using teams in an organizational change strategy involves many difficult challenges. But these are challenges that can be successfully addressed through effective leadership and membership skills.

This workshop will provide you with a ***simulated opportunity*** to experience a team's development as it progresses from "forming" to "high performing". You will learn about the critical components of effective teaming, including:

- leadership style and its impact on group development
- managing interpersonal communication and conflict
- benefiting from difference in a team

The Workshop Leader

Marilyn Laiken, PhD, is one of Canada's leading experts on high performing work teams. Her reputation as a masterful workshop facilitator has been filling programs on team development and leadership across Canada for thirty-five years.

Dr. Laiken is Academic Co-Director of CODI, and Chair of the Department of Adult Education and Counselling Psychology, and a professor of Adult Education in Workplace Learning and Change, at OISE, University of Toronto. She is the author of *The Anatomy of High Performing Teams: A Leader's Handbook*.

- planning and goal-setting
- motivation and delegation
- problem-solving and decision-making
- managing group dynamics
- dealing with issues of power and influence

The 2-day workshop begins with an introduction to the *Situational Leadership* model as a framework, addressing your changing leadership role as the team develops over time. You will have an opportunity to assess your personal leadership style, and begin to expand your repertoire of leadership behaviours.

On the second day, you will **experience** the theory as you participate in an activity that simulates all of the challenges of real-life teams.

Finally, you will be helped to reflect on how you might transfer the insights from this workshop to your own job situation.

The workshop includes interactive presentations, group discussions, and the simulation. It is supplemented by printed handouts and references for further reading.

Comments by participants who have taken this workshop

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Canadian Organization Development Institute (CODI)

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As President of Laiken Associates, she has served clients in the public, private and non-profit sectors since 1975.

About CODI

CODI provides professional training in organization development consulting, for internal or external consultants, managers, and leaders of any kind. Click **here** for the CODI website.

Programs

- OD and Change **Essentials**: a 2-day intro to OD
- OD and Change **Intensive**: an in-depth exploration of OD theory and practice. 12 days in 3 modules. Next session begins the evening of October 25.
- **Master Certificate in OD**. In partnership with the Executive Education Centre of the Schulich School of Business, York University. Consists of the CODI **Intensive** program, a four day SEEC course, Business **Acumen** for OD Professionals, and the OD **Practicum**.