

Developing Teams



TRAINNOVATIONS

Consulting & Training

Moving Your Organization from Better to Brilliant!

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Developing Teams

WHAT WE DO

Developing Teams means providing training opportunities for employees to gain new skills and competencies. It is recognized as a strategic tool for an organization's continuing growth, productivity, and ability to attract and retain valuable employees. Training and development opportunities increase the likelihood that employees will develop not only expertise in the skills needed for their current job, but for other positions in the future.

Our top-tier facilitators will guide you through how to structure teams to maximize effectiveness, resolve conflict, persuade others, and unleash your team's full potential. We will create a tailored plan to improve your team development skills and leave you better equipped to create a positive and supportive team culture within your organization.

WHY YOU NEED THIS!

Today, keeping good employees is a difficulty many cities face. You need to develop the employees you have rather than trying to find new staff in. Employee development offers opportunities for staff as well as increases the city's capabilities. Emphasizing employee development helps you:

- **Remain competitive.** Employees want to work for an employer that encourages them to upgrade their skills keeping them current with their peers and industry standards.
- **Deal with ongoing skills shortages.** Employers are investing in training that will enhance workers' expertise and prepare them for new jobs with better opportunities. Called "upskilling" or "reskilling," it's a strategy that can deliver a win to employers and workers alike.
- **Promote diversity, equity, and inclusion.** Organization diversity initiatives all too often focus on external recruiting rather than training current employees to encourage fair promotion of all individuals.
- **Creates a culture of learning.** An agile learning culture is needed now more than ever—one that enables employees to demonstrate their ability to quickly adapt to new environments, new protocol and shifting market demands.
- **Reduces turnover.** Research shows that employee training actually reduces turnover and absenteeism.
- **Aligns employee development with the organization's needs.** Employers should let strategic needs drive development. For example, facing impending retirement of many older workers, an organization might broaden those workers' skills so they can add variety to their jobs and take on new responsibilities. Such measures could encourage experienced workers to stay on the job.

GREAT TEAMS...

- Openly *communicate* with one another with the ability to confidently share their thoughts, ideas and opinions with the wider team.
- Are *reliable and committed* to the project, department, and community, especially when the going gets tough.
- Are *flexible* and fluid when the need arises.
- Demonstrate *innovation and diversity*. Employees know how to solve problems. They use their experience and skills to find a solution.
- *Model leadership*. Every team needs someone in charge to ensure the job gets done, keeping everyone on track towards the common goal.
- Are *organized*. Making sure that work is running according to plan, team members complete work efficiently.
- Practice *fun and appreciation*. It's important to appreciate each and every member of the team.





HOW YOU GET THERE!

Developing good and functional teams in the workplace is essential for promoting collaboration, driving productivity, fostering innovation, and creating a positive work environment. Strong teams contribute significantly to the overall success and sustainability of an organization. Our team building sessions include fun and dynamic exercises that engage staff all through the workshop. Some of our most popular team building classes are listed below.

Title	Objectives
Accountability	Accountability is the determining factor as to whether organizational initiatives and individuals succeed or fail. This workshop will cover the four Pillars of Accountability and how you can ensure you are accountable.
Communicating Effectively in the Workplace	The foundation to relationships, job effectiveness and how you are viewed is your ability to communicate: to understand and be understood with compassion. Effective communication skills can be learned and executed with empathy helping you reduce conflict, improve workplace productivity, and influence others.
Managing Conflict for a Healthy Workplace	Conflict, when used positively, can lead to greater creativity and innovation. In this session learn how to understand and engage in healthy conflict.
Focus on Behavior	Learn the benefits of encouraging team member participation and the difference between behavior and attitude.
Teamwork: Something Worth Building	Successful teams work in an environment of mutual support. Our ability to collaborate and coordinate to obtain otherwise inaccessible goals is unique, and part of why our species has been so successful. In these sessions you foundational skills for effective teams.
Managing Stress in the Workplace (One our most popular workshops!)	Many employees suffer from excessive stress and anxiety because of various job-related stressors. The importance of learning to reduce and manage workplace stress cannot be ignored.

CUSTOM SOLUTIONS

We offer tailored solutions for your specific needs instead of generic, “one size fits all” strategies. We work collaboratively with the entire leadership team to uncover and address challenges and opportunities for the community. This provides you with the sustainable, long-term strategies that support your community’s success, prosperity and quality of life.

ADDITIONAL TITLES

- Adaptability in an Ever-Changing Environment
- Navigating and Embracing Change
- Creating a Healthy Work Environment
- Civility in the Workplace OR Connecting for a Healthy Work Environment
- Disruption and Uncertainty in the Workplace
- Transforming Customer Service/ Customer Service Recovery Strategies
- Emotional Intelligence
- Employee Engagement
- Managing a Multigenerational Workforce

Please contact us for a full list of classes and offerings.



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What it means to be your Partner

Partnering with Traininnovations is a relationship based on trust, respect, and mutual value.

- Imagine working in an engaging culture where everyone is motivated to excel and shares your principles and values.
- Imagine enjoying coming to work each day.
- Imagine a connection to a work environment where respect for others, tolerance and acceptance of diversity and experiences is the norm.
- Imagine a world of work where people find joy in what they do and like their colleagues.
- Imagine a community participating in productive discussions and healthy disagreements while treating each other with respect and dignity.

To partner with Traininnovations means to have a shared, common vision of organizational excellence in the service to our Florida communities. It means collaboration to affect positive changes in culture, strategy, and skills that impact our world of work and service delivery.



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