

ADVANCED COURSE IN TEAM BUILDING FOR INTACT TEAMS



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TRAINING CENTER



Introduction

Teams that already work together share history, habits, and unspoken tensions, which makes generic team building events largely ineffective. The Advanced Course in Team Building for Intact Teams Training Course works with the real team as it stands and improves how it actually operates. Participants examine their own working patterns, surface unspoken problems, and rebuild communication and trust on the job. Furthermore, the course covers role clarity, decision-making, and accountability within the existing group. In addition, it addresses conflict, change readiness, and performance measurement. As a result, teams leave with practical agreements they apply the following week, not a memory of an away day.

Advanced Course in Team Building for Intact Teams Course Objectives

- Assess team effectiveness using a structured team diagnostic.
- Apply the Tuckman model of team development to the team's current stage.
- Rebuild trust and psychological safety inside an intact group.
- Clarify roles, responsibilities, and interfaces using the RACI matrix.
- Improve team communication through shared meeting and reporting standards.
- Surface and resolve unspoken conflicts constructively.
- Apply structured decision-making and consensus techniques.
- Build accountability through team charters and action registers.
- Strengthen team resilience and readiness for change.
- Measure team performance with engagement and delivery indicators.

Course Methodology

- Instructor-led sessions delivered to the intact team as a single working group.

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- Live team diagnostic and facilitated reflection on real working patterns.
- Practical exercises using the team's own live problems and processes.
- Facilitated conflict resolution and communication practice sessions.
- Group workshops producing a team charter, RACI map, and action register.
- Continuous knowledge checks and a final agreed team improvement plan.

Who Should Take This Course

- Existing intact teams and workgroups of any function.
- Project and programme teams already working together.
- Departmental teams facing performance or communication issues.
- Management teams leading a shared function.
- Operational teams aligning around new objectives.
- Cross-functional teams formed for a long-running programme.

Advanced Course in Team Building for Intact Teams Course Outlines

Day 1: Team Diagnostic and Current Reality

- Establishing psychological safety for honest team conversation.
- Running a structured team effectiveness diagnostic.
- Applying the Tuckman stages to the team's present state.
- Identifying strengths, friction points, and unspoken issues.
- Mapping how work actually flows between team members.
- Agreeing ground rules for the working sessions.
- Workshop: completing a full team diagnostic together.





Day 2: Trust, Communication, and Working Norms

- What trust looks like in daily behaviour, not statements.
- Communication styles, preferences, and blind spots in the team.
- Active listening and questioning practice as a team.
- Meeting standards: agendas, decisions, and follow-up rules.
- Reducing misunderstandings through summarising and confirming.
- Handling difficult topics before they harden.
- Workshop: drafting shared team communication norms.

Day 3: Roles, Interfaces, and Accountability

- Clarifying roles, responsibilities, and decision rights.
- Applying the RACI matrix to the team's real processes.
- Identifying overlaps, gaps, and unclear handovers.
- Building the team charter with shared commitments.
- Accountability practices: action registers and follow-through.
- Handling underperformance inside the team fairly.
- Workshop: building a team RACI map and charter.

Day 4: Conflict, Decisions, and Problem Solving

- Understanding conflict sources and constructive conflict.
- Facilitated resolution of a live team disagreement.
- Structured decision-making and consensus techniques.
- Root cause analysis applied to a real team problem.
- Giving feedback between peers using the SBI model.

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- Repairing relationships after disagreement.
- Workshop: solving a live team problem with structured method.

Day 5: Change Readiness and Team Performance

- Assessing the team's readiness for upcoming change.
- Kotter's eight-step model applied at team level.
- Building resilience and managing workload pressure together.
- Team KPIs: engagement, delivery, quality, and handover accuracy.
- Continuous improvement routines for the team.
- Agreeing a team action register with owners and dates.
- Workshop: presenting the team improvement plan.

Conclusion

By successfully completing the Advanced Course in Team Building for Intact Teams Training Course, participants will have acquired the knowledge to diagnose how their team really works, rebuild trust and communication, clarify roles through RACI, resolve live conflicts constructively, and agree accountability practices that hold. They will also gain the ability to measure team performance and prepare for change as a group. Furthermore, the course leaves the team with documented agreements and a follow-up register rather than good intentions. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready team development.

FAQs





Q1 What is the "Advanced Course in Team Building for Intact Teams" course about?

It is a working programme delivered to a team that already exists together. It covers team diagnostics, trust and communication norms, role clarity with RACI, conflict resolution, structured decision-making, accountability practices, change readiness, and team performance measurement.

Q2 What are the key benefits of the "Advanced Course in Team Building for Intact Teams" course?

Participants address real problems instead of abstract exercises, so improvements take effect immediately. The course reduces friction and duplicated work, clarifies who does what, unblocks unfinished conflicts, strengthens accountability follow-through, and improves delivery quality and handover accuracy across the team.

Q3 What skills will I gain from the "Advanced Course in Team Building for Intact Teams" course?

Team diagnosis and effectiveness assessment; trust building and communication norm setting; role clarity, RACI mapping and accountability practices; and conflict resolution, structured decision-making and team performance measurement.



Q4 What tools, methods, or standards are covered in the "Advanced Course in Team Building for Intact Teams" course?

The course covers team effectiveness diagnostics, the Tuckman team development stages, the RACI matrix, team charters, action registers, meeting and decision standards, the SBI feedback model, structured consensus decision techniques, root cause analysis such as the five whys, Kotter's eight-step change model, and team KPIs for engagement, delivery, and quality.

Q5 How is the "Advanced Course in Team Building for Intact Teams" course applied in real-world practice?

Graduates apply it by running their own periodic team diagnostic, using the agreed meeting and communication norms, and referring to the RACI map when handovers go wrong. They also resolve disagreements using a structured method, keep the action register current, and review team KPIs together each month.