

MANAGING TEAMS FOR INNOVATION AND SUCCESS



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Introduction

Innovation depends less on individual brilliance than on how well a team works together. Diverse skills, honest debate, and psychological safety produce better ideas than any single expert can. This Managing Teams for Innovation and Success Training Course gives leaders the practical methods to build and run teams that innovate consistently. Furthermore, it covers team composition, psychological safety, creative problem-solving, decision-making, conflict handling, and the metrics that show whether a team is performing. Participants also learn to lead hybrid and cross-functional teams through uncertainty. As a result, they leave able to create the conditions where innovation and delivery happen together.

Managing Teams for Innovation and Success Course Objectives

- Assess team performance using the Tuckman stages and Lencioni's five dysfunctions.
- Build balanced teams with complementary skills and thinking styles.
- Create psychological safety with Edmondson's framework.
- Run creative problem-solving sessions using structured ideation tools.
- Apply the Six Thinking Hats method to group decision-making.
- Set clear goals, roles, and decision rights using RACI.
- Manage task and relationship conflict constructively.
- Give feedback with the SBI model and run effective team retrospectives.
- Lead hybrid and cross-functional teams with shared operating rhythms.
- Measure team performance with collaboration and delivery metrics.

Course Methodology

- Interactive workshops built around participants' real team situations.

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- Guided practice of facilitation, feedback, and decision tools.
- Team simulations with observation and structured debriefing.
- Case studies of high-performing and failing teams.
- Self-assessment of leadership style and team climate.
- Action planning that links each method to the participant's own team.

Who Should Take This Course

- Team leaders and supervisors across functions.
- Project and programme managers running cross-functional teams.
- Department heads responsible for team performance.
- Innovation and product team leads.
- HR and organizational development professionals.
- New managers building their first team.

Managing Teams for Innovation and Success Course Outlines

Day 1: How Effective Teams Develop

- Reviewing the Tuckman stages: forming, storming, norming, performing.
- Applying Lencioni's five dysfunctions model.
- Assessing team purpose, goals, and clarity of mandate.
- Exploring team composition and complementary skills.
- Understanding thinking styles and diversity of approach.
- Identifying common team failure patterns.
- Completing a team climate assessment.





Day 2: Psychological Safety and Trust

- Defining psychological safety with Edmondson's framework.
- Distinguishing safety from comfort and low standards.
- Practicing inclusive behaviours that invite input.
- Reducing fear of failure and blame culture.
- Building trust through consistency and fairness.
- Handling mistakes as learning opportunities.
- Running a safety-building team conversation.

Day 3: Creative Problem-Solving and Decisions

- Facilitating idea generation with structured ideation tools.
- Applying Six Thinking Hats to group decisions.
- Using brainstorming and brainwriting to widen options.
- Evaluating options with impact-effort and criteria matrices.
- Avoiding groupthink and premature consensus.
- Deciding with clear criteria and documented rationale.
- Facilitating a problem-solving session.

Day 4: Goals, Roles, and Conflict

- Setting goals with SMART criteria and clear ownership.
- Clarifying roles and decision rights using RACI.
- Establishing team charters and operating rhythms.
- Managing task conflict without personal friction.
- Mediating disagreements between team members.

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- Giving feedback with the SBI model.
- Practicing conflict conversations in role-play.

Day 5: Leading Hybrid Teams and Measuring Performance

- Running effective hybrid and virtual team meetings.
- Building connection and inclusion across locations.
- Tracking collaboration and delivery metrics.
- Running retrospectives and continuous improvement cycles.
- Recognizing contribution and sustaining motivation.
- Reviewing team development and adjusting approach.
- Preparing a 90-day team development action plan.

Conclusion

By successfully completing Managing Teams for Innovation and Success, participants will gain the knowledge to build teams with the right mix of skills, create psychological safety, and lead problem-solving and decisions that produce results. They will acquire skills in team development, psychological safety building, creative problem-solving facilitation, and performance measurement that apply to any function. Gentex Training Center builds this course around participants' own teams, so learners return ready to lead teams that innovate and deliver.

FAQs





Q1 What is the "Managing Teams for Innovation and Success" course about?

It teaches leaders how to build and run teams that innovate consistently. The course covers team development stages, psychological safety, creative problem-solving, group decision-making, goal and role clarity, conflict management, hybrid team leadership, and performance measurement.

Q2 What are the key benefits of the "Managing Teams for Innovation and Success" course?

Participants lead teams that share ideas openly, decide faster, and deliver more reliably. They also reduce destructive conflict, build trust that survives pressure, run stronger problem-solving sessions, and measure team performance with real indicators rather than impressions.

Q3 What skills will I gain from the "Managing Teams for Innovation and Success" course?

You will gain team development and composition design, psychological safety building, creative problem-solving and decision facilitation, and conflict management and performance measurement. These four skills work together to make innovation part of how a team operates daily.



Q4 What tools, methods, or standards are covered in the "Managing Teams for Innovation and Success" course?

The course covers the Tuckman stages of group development, Lencioni's five dysfunctions, Edmondson's psychological safety framework, Six Thinking Hats, brainstorming and brainwriting, impact-effort and criteria matrices, SMART goal-setting, RACI matrices, team charters, the SBI feedback model, retrospectives, and collaboration and delivery metrics.

Q5 How is the "Managing Teams for Innovation and Success" course applied in real-world practice?

Participants assess their own team's climate and development stage, build a team charter with roles and decision rights, and facilitate a problem-solving session. They also practice feedback and conflict conversations through role-play and complete a 90-day plan for developing their team.