

TEAM BUILDING AND COLLABORATION FOR ENHANCED WELL-BEING



GENTEX[®]
TRAINING CENTER



Introduction

Team Building and Collaboration for Enhanced Well-being Training Course prepares teams and their leaders to work together in a way that supports both performance and health. Participants learn how trust forms, how collaboration reduces strain, and how to build routines that keep people motivated without exhaustion. The program combines team development models with wellbeing practice, psychological safety, and workload design. As a result, learners gain the ability to strengthen results and protect the people producing them. Furthermore, the course strengthens communication, conflict handling, and the leadership habits that make wellbeing a team outcome rather than a personal responsibility.

Team Building and Collaboration for Enhanced Well-being Course Objectives

- Apply Tuckman's stages of group development: forming, storming, norming, performing, adjourning.
- Build trust using the Trust Equation and consistent team agreements.
- Establish psychological safety so people raise concerns and load issues early.
- Apply Belbin team roles to balance contribution and reduce overload.
- Design collaboration routines that reduce duplication and friction.
- Manage team conflict using the Thomas-Kilmann conflict modes.
- Recognize burnout signals and apply early intervention practice.
- Design workload and meeting practice that protects recovery time.
- Build inclusive, supportive team culture with recognition practice.
- Measure team wellbeing and engagement with surveys and indicators.

Course Methodology

- Interactive sessions built on real team and wellbeing cases.

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- Workshops on team charters, trust practices, and workload design.
- Group exercises on conflict handling, feedback, and mutual support.
- Hands-on practice with wellbeing surveys and engagement measurement.
- Simulation of overload, change fatigue, and team recovery planning.
- Facilitator coaching and peer review on team wellbeing plans.

Who Should Take This Course

- Team leaders, supervisors, and department managers.
- HR and wellbeing programme professionals.
- Change and transformation program leaders.
- Occupational health and safety advisors.
- Team members in high-pressure or hybrid teams.
- Professionals building new or merged teams.

Team Building and Collaboration for Enhanced Well-being Course Outlines

Day 1: How Teams Develop and Why It Matters

- Tuckman's stages: forming, storming, norming, performing, adjourning.
- Team purpose, identity, and shared values.
- Team charters and ground rules that actually hold.
- Belbin team roles and balancing contribution.
- Why poor collaboration damages wellbeing.
- Psychological safety as the foundation of both performance and health.
- Case study: a team that performed well and then burned out.





Day 2: Trust, Communication, and Psychological Safety

- The Trust Equation: credibility, reliability, intimacy, self-orientation.
- Building trust through consistency and follow-through.
- Communication styles and adaptive listening practice.
- Giving and receiving feedback with the SBI (Situation-Behaviour-Impact) model.
- Speaking up about workload, stress, and concerns.
- Managing hybrid and remote team connection.
- Workshop: building team agreements that protect both results and people.

Day 3: Collaboration and Conflict That Works

- Collaboration versus coordination versus competition.
- Breaking silos and reducing duplicated effort.
- Thomas-Kilmann conflict modes: competing, collaborating, compromising, avoiding, accommodating.
- Turning disagreement into better decisions without personal damage.
- Facilitating team decisions and managing dominant voices.
- RACI and decision rights to reduce friction.
- Simulation: repairing a strained cross-functional relationship.

Day 4: Workload Design, Burnout Prevention, and Recovery

- What burnout is and how it develops over time.
- Early warning signals in individuals and teams.
- Workload review and realistic capacity conversations.

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- Meeting load, meeting hygiene, and focus protection.
- Recovery, breaks, and sustainable pace as performance inputs.
- Managing change fatigue and repeated restructuring.
- Exercise: redesigning a team's week for sustainable load.

Day 5: Recognition, Inclusion, and Wellbeing Measurement

- Recognition and appreciation practices that motivate.
- Inclusive team behaviour and belonging.
- Support networks, mentoring, and mutual aid within teams.
- Measuring wellbeing and engagement with surveys and indicators.
- Action planning from survey results without tokenism.
- Sustaining team health through leadership habits.
- Capstone: presenting a team collaboration and wellbeing plan.

Conclusion

By successfully completing Team Building and Collaboration for Enhanced Well-being, participants will gain a practical understanding of how teamwork supports both results and health. They will acquire skills in trust building, psychological safety, conflict handling, workload design, and wellbeing measurement. Gentex Training Center designs the program to help teams work well together and stay well while doing it.

FAQs





Q1 What is the "Team Building and Collaboration for Enhanced Well-being" course about?

It covers how teams work together in a way that supports both performance and health. The course spans team development stages, trust and psychological safety, collaboration and conflict handling, workload design and burnout prevention, and wellbeing measurement.

Q2 What are the key benefits of the "Team Building and Collaboration for Enhanced Well-being" course?

You gain the ability to strengthen results without exhausting the people producing them. The course reduces burnout and turnover risk, improves trust and honest communication, lowers friction and duplicated effort, and helps you act on wellbeing data instead of treating it as a slogan.

Q3 What skills will I gain from the "Team Building and Collaboration for Enhanced Well-being" course?

You will develop four core skills: team development and trust building, psychological safety and communication practice, collaboration with conflict and workload management, and wellbeing measurement with recognition and inclusion practice.



Q4 What tools, methods, or standards are covered in the "Team Building and Collaboration for Enhanced Well-being" course?

The course covers Tuckman's stages of group development, Belbin team roles, the Trust Equation, the SBI (Situation-Behaviour-Impact) feedback model, psychological safety practices, the Thomas-Kilmann conflict modes, RACI and decision rights, workload and capacity review methods, meeting hygiene practice, burnout early warning signals, engagement and wellbeing surveys, and recognition and inclusion practices.

Q5 How is the "Team Building and Collaboration for Enhanced Well-being" course applied in real-world practice?

Participants apply it to real work such as writing a team charter, running a workload review conversation, repairing a strained working relationship, and acting on an engagement survey result. The same methods support hybrid team routines and change-fatigue planning.