

TEAM BUILDING FOR INTACT TEAMS



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TRAINING CENTER



Introduction

Team Building for Intact Teams Training Course works with groups that already exist and already deliver. Participants learn how to strengthen the relationships, habits, and working agreements of a functioning team rather than starting over. The program combines team development models with trust practice, communication discipline, and conflict handling. As a result, learners gain the ability to raise performance without disrupting what already works. Furthermore, the course strengthens psychological safety, collaboration across functions, and the leadership that keeps a healthy team healthy.

Team Building for Intact Teams Course Objectives

- Diagnose an existing team's strengths, gaps, and unwritten rules.
- Apply Tuckman's stages of group development to assess current team maturity.
- Rebuild and refresh team charters and working agreements.
- Apply Belbin team roles to rebalance contribution in an established team.
- Strengthen trust using the Trust Equation and consistent follow-through.
- Improve communication with adaptive listening and the SBI feedback model.
- Manage conflict constructively using the Thomas-Kilmann conflict modes.
- Improve meeting quality and decision routines inside the team.
- Reduce silo behaviour and duplicated effort across functions.
- Measure team health with engagement indicators and review routines.

Course Methodology

- Interactive sessions built on real intact-team cases and diagnostics.
- Workshops on team charters, role balance, and working agreements.
- Group exercises on trust building, feedback, and conflict practice.
- Hands-on practice with team diagnostics and engagement measurement.

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- Simulation of team friction, workload strain, and recovery conversations.
- Facilitator coaching and peer review on team improvement plans.

Who Should Take This Course

- Existing teams seeking to improve how they work together.
- Team leaders and managers of established groups.
- Department heads consolidating a settled team.
- HR and organizational development professionals.
- Cross-functional teams working on shared goals.
- Team members wanting to improve day-to-day collaboration.

Team Building for Intact Teams Course Outlines

Day 1: Diagnosing the Team You Already Have

- Why intact teams need different work than new teams.
- Tuckman's stages applied as a diagnostic, not a timeline.
- Team strengths, gaps, and unwritten rules.
- Belbin team roles and where contribution is unbalanced.
- Team purpose, identity, and shared values revisited.
- Trust levels and what is actually withheld.
- Case study: an experienced team that quietly underperformed.

Day 2: Refreshing Agreements and Trust

- Rebuilding team charters and working agreements.
- The Trust Equation: credibility, reliability, intimacy, self-orientation.



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- Building trust through consistency and follow-through.
- Communication styles and adaptive listening practice.
- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Handling old grievances without reopening wounds.
- Workshop: refreshing a team charter for an established group.

Day 3: Communication, Meetings, and Decisions

- Meeting hygiene: purpose, agenda, and decision clarity.
- Reducing meeting load while improving decision quality.
- RACI and decision rights inside the team.
- Facilitating discussion when senior voices dominate.
- Managing hybrid and remote team connection.
- Handoffs, dependencies, and internal service expectations.
- Exercise: redesigning the team's meeting and decision routine.

Day 4: Managing Friction and Conflict

- Thomas-Kilmann conflict modes: competing, collaborating, compromising, avoiding, accommodating.
- Diagnosing the real source behind recurring friction.
- Difficult conversations between peers.
- Repairing a strained working relationship.
- Reducing silo behaviour and duplicated effort.
- Workload strain and capacity conversations.
- Simulation: resolving long-standing tension in a settled team.





Day 5: Sustaining Team Health and Performance

- Engagement indicators and simple team health checks.
- Recognition and appreciation practice within a team.
- Building mutual support and mentoring inside the team.
- Review routines: retrospectives and continuous improvement.
- Embedding new habits so they survive busy periods.
- Leadership practices that keep a healthy team healthy.
- Capstone: presenting an intact-team development plan.

Conclusion

By successfully completing Team Building for Intact Teams, participants will gain a practical understanding of how to strengthen a team that already works. They will acquire skills in team diagnostics, refreshed agreements, feedback and conflict handling, and meeting and decision discipline. Gentex Training Center designs the program to help established teams raise their performance without breaking what already functions.

FAQs

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

It works with groups that already exist and already deliver, rather than building from scratch. The course covers team diagnostics, refreshed charters and agreements, trust and feedback practice, meeting and decision discipline, conflict handling, and routines that sustain team health.



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

You gain the ability to raise performance without disrupting what already works. The course surfaces unspoken problems, improves trust and feedback between colleagues, reduces meeting load and friction, and gives the team routines that keep improving rather than sliding back.

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

You will develop four core skills: team diagnosis and role balancing, refreshed agreements and trust building, communication with meeting and decision discipline, and conflict handling with sustained team health practice.

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

The course covers Tuckman's stages of group development, Belbin team roles, team charters and working agreements, the Trust Equation, the SBI (Situation-Behaviour-Impact) feedback model, adaptive listening, the Thomas-Kilmann conflict modes, RACI and decision rights, meeting hygiene practice, retrospectives, engagement indicators, and recognition practices.



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

Participants apply it to real work such as running a team diagnostic, refreshing a charter for a settled group, repairing a strained peer relationship, and redesigning the team's meeting routine. The same methods support workload conversations and team retrospectives.