

Building and Sustaining Outstanding Teams

Length: 1 and 2-day options
Audience: All team, squad, or unit team leaders



High performance teams are enjoyable to be part of, generally safer and frequently produce the top operators within the Agency. They also tend to attract talent, commit to their decisions, hold each other accountable and obtain measurable results. The law enforcement environment is becoming more complex and team “cohesion” seemingly less common. While there are many contributing factors, regardless of the generational or technological changes that occur, employees still need to work in teams. The Building and Sustaining Outstanding Teams workshop is designed to help participants accomplish its title regardless of team/unit mission.

This workshop will address the Five Behaviors of Cohesive Teams™ - trust, conflict, commitment, accountability, and results. Instructor facilitated activities are designed to promote immediate student engagement and deliver actionable lessons that can be put immediately into action.

Objectives:

- Identify characteristics of outstanding teams
- Maximize roll-call time
- Enhance team cohesion and make work more enjoyable
- Reduce occurrence of re-visited topics
- Review methods to create full team engagement
- Demonstrate an understanding of personality traits and their influence on team effectiveness
- Recognize the factors that break down interpersonal communication and learn what to do about them
- Review the Five Behaviors of Cohesive Teams, Trust, Conflict, Commitment, Accountability and Results
- Identify methods for giving effective feedback and facilitating debriefs
- Create environments in which team members engage in the constructive debate of ideas
- Establish a setting where team members are more likely to commit to decisions
- Hold one another accountable to clear plans of actions that accomplish measurable results
- Demonstrate an understanding of which team members communication tendencies and individual approaches to conflict

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Moser Training Solutions, LLC (MTS) is privileged to work with corporate and government leaders who want to improve employee and customer satisfaction, while enhancing both individual and team performance.

What we do:

- Provide professional and career development training
- Customize training to the client's needs
- Coaching (career advancement, study techniques and effective writing skills)
- Conduct individual and program assessment
- Provide law enforcement subject matter expertise
- Project management and consultation
- Prepare private industry for emerging threats

Train-the-Trainer

Instructor Development (and recertification)
Field Training Officer (FTO)
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Advanced Coaching (FTO/PTO)
Basic Recruit Academy Instructor

Professional Development

Building Outstanding Teams
Customer Service for Public Safety
Problem-Solving, Decision-Making
Resolving and Navigating Conflict
Facilitation Skills
Ethics, Stress and Negativity
Project Management

Leadership

Leader in Blue/Operational Readiness
Leaving a Legacy Through Leadership
Leading During Challenging Times
Leading and Influencing at all Levels
Performance Management for Supervisors

Career Advancement

Excelling Through Written Correspondence
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Assessment Center Preparation
Improving Cognitive and Test Taking Skills
Resume Preparation
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Individual Assessment and Compliance Issues

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