A group of people posing for the camera

Description automatically generated

***People Management Resources***

***Follow-up session***

**DEVELOPING YOUR TEAM**

*Self-learning module on Tembo:* [*https://tembo.msf.org/course/view.php?id=333&section=9*](https://tembo.msf.org/course/view.php?id=333&section=9)

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| **Objectives**   * Describe how the members of the team act and feel in the different stages of the team development. * Identify strategies managers can use to move the team to the next level |

**Duration : 90 minutes**

**WORKSHOP OUTLINE**

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| 10’ | ***If first/only session***  Take a moment for:   * ice-breaking * propose/co-design working agreement (no judgement, participation, confidentiality…) |
| ***If other sessions before***  Take a moment to   * welcome participants, quick ice-breaker/energizer * come back to last session (what they remember, what they applied…) |
| 5’ | **Introduction**  Ask the group of participants: “***are we a team or a group?***” Ask a few to respond and explain their answer. No right or wrong answer, they are a team if they feel they match some of those criteria: *A team is a special type of group which has shared values, common purpose / goal, complementary roles which together lead to the achievement of team objectives.* Managing well teams in the project/mission could be a common goal 😊  **Objectives**   * Describe how the members of the team act and feel in the different stages of the team development. * Identify strategies managers can use to move the team to the next level   **Outline**   * We will recall present and past experience of working in teams to identify common characteristics of each stage * We will share strategies managers can use to bring their team members from one stage to the other |
| 5’ | Remind/explain briefly what the five stages of the Tuckman theory are (forming, storming, norming, performing, adjourning) |
| 20’ | **Activity 1**   * In sub-groups (15 min), share experiences about being in some of the stages (and especially how you felt). Add them on post its/virtual whiteboard * Share in plenary, on a real or virtual whiteboard, which participants can refer to in the second part. Complete if some key elements are missing (check the PM Resources in the Tembo module) |
| 5’ | **BREAK/ ENERGIZER** |
| 40’ | **Activity 2**   * + - * In sub-groups (30 min), go through each of the five stages, think of how you, or previous managers, managed those stages and what worked well, or think creatively, to list strategies that managers can use in each stage to support the team to move as quickly as possible to the next stage       * In plenary, collect all the propositions. |
| 5’ | Closing round  Ask each participant to share in turn:  - one thing that they take from this session  OR  - one question that they still have  OR  - one thing that they will do differently now (even small)  OR  - how do they feel at the end of the session  OR… |