

## **Executive Summary**

**Title:** Team Work Challenges

**Description:** Team Work Challenges will examine the challenges of creating and maintaining a cohesive team in the residential setting. Participants will explore the elements involved in team work as well as evaluate the level of team development in which their current team is operating and identify strategies for moving their team to the next level. This half day training will also integrate the concepts of creative problem solving and program development in a learning organization environment. Participants will be challenged to find ways to enhance the learning organization environment within the day to day structure of a residential program.

**Target Audience:**

This training is targeted to all staff who work in the Valley of the Moon Program.

**Outcome Objectives for Participants:**

Participants will:

1. Identify strategies for team problem solving.
2. List the stages of team development
3. Evaluate their current level of team development
4. Develop strategies for pushing their team along a developmental track
5. Identify concepts of a learning organization
6. Plan creative strategies to enhance the learning organization environment

**Ways that Supervisors can support the Transfer of Learning from the classroom to the job...**

**BEFORE the training**

The supervisors can alert their current employees of their unit about the training and ask them to think about their team and its level of development considering what might happen to improve the current status. Supervisors can also inform employees that the strategies developed in the training will be brought back to the team meetings for implementation.

**AFTER the training**

The supervisors can ask employees to share specific strategies they developed in the classroom to implement in the teams regarding team development and learning organizations.

**Ways that Managers can support the Transfer of Learning from the classroom to the job...**

**BEFORE the training**

Managers can review the executive summary of this training and underscore the importance for planned interventions in team development and learning organization environment. Managers should define the expectations around utilization of the curriculum and expectations about advanced preparation with the unit.

**AFTER the training**

Managers can review the success of the training and the strategies presented with the supervisors. Managers can also ask for a description either verbal or written of how the supervisor plan to implement strategies developed in the training.