Fogarty EDvance

Alumni Workshop AGENDA

High Performing Teams Workshop

Wednesday 22nd February 2023

Time: Arrive at 8.15am for an 8.30am for a prompt start
8.30am to 3:45pm

Venue: Newman Siena Centre, Room S1.01
33 Williamstown Road, Doubleview

Parking: Car park on Williamstown Road

Facilitators: Georgie Wynne – Program Director, Fogarty EDvance
Stacey Rowe – Program Lead: Education, Fogarty EDvance
Tamara Boyer – Program Lead: Impact, Fogarty EDvance

SPECIFIC LEARNING OUTCOMES:

By the end of the day, participants will:

- Understand the **definition and functionality of teams** and apply to their school teams and context
- Determine **how to develop psychological safety** in their teams as a foundation for **building a high performing team**
- Reflect on their leadership practices to effectively **build trust** in their teams
- Have clarity around having productive conflict and feel confident to **harness productive conflict**
- Identify their likelihood to harness **armoured versus courageous leadership,** and determine the impact of this on their staff in building trust
- Have extended their capacity as leaders to effectively manage staff by:
    - applying **leader-member exchange theory**, and
    - using the **situational leadership model**
- **Review a toolkit to create a tailored action plan** for addressing key high performing teams

PRE-WORK REQUIREMENTS:

Please read the following articles:

- Browning (2018). *Creating the conditions for transformational change*
- Blanchard – *Situational Leadership*
- Lunenburg – *Leader-Member Exchange Theory: Another Perspective on the Leadership Process*

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TIME	TOPIC	WHO
8.15 am	*Arrival (BYO coffee if desired)*	
8.30 am	**Welcome and introduction** • Overview for the day and workshop objectives	Georgie Wynne
8.50 am	**What makes a team?** • Definition and key features of a team • Stages of psychological development of teams	Georgie Wynne
9.20 am	**Developing Psychological Safety** • 5 Dysfunctions of a team – an overview • Psychological safety defined and explored	Georgie Wynne
10.05 am	**Creating Conditions of Trust** • Review of "Creating the Conditions of Transformational change" • Unpacking the trust rubric	Stacey Rowe
10.45 am	*Morning Tea*	
11.00 am	**Harnessing Productive Conflict** • Review evidence and related tools	Georgie Wynne
12.00 pm	**Armoured versus Courageous Leadership** • Introduction to work of Brene Brown • Leadership reflection	Stacey Rowe
1.00 pm	*Lunch*	
1.30 pm	**Effective team management: Leader-Member Exchange Theory & Situational Leadership** • Identifying the "in group"/"out group" and expanding the "in group" • Managing and developing staff based on their development level	Stacey Rowe
2.45 pm	**High Performing Teams Toolkit** • Review tools from EDvance Program • Activity to apply learning and create an action plan for yourself and your team	Tamara Boyer
3.30 pm	**Session summary and next steps** • Link between health (high performing teams) and performance (your SDD) • Feedback forms and close	Georgie Wynne
3.45 pm	*Close of Workshop*	