

*Webinar on*

# **Set Of 4 webinars On Team Building And Team Management**

# Webinar Description

The webinar format is 1-1.5 hours of audio-visual presentation, including a brief Q&A session.

This webinar bundle includes below 4 Recorded/Best Seller webinars:

Managing Toxic & Other Employees Who Have Attitude Issues

Cross Cultural Collaboration for Effective Teams

How to Deal With Clashing Coworkers

Creating a High Performance Team : Overcoming the Five Dysfunctions of a Team



# Managing Toxic & Other Employees Who Have Attitude Issues

Presented by Pete Tosh

Toxic employees cause significant overt, covert, people-related & financial damage with their visible behavior just being the tip of the iceberg. For example, in one organization the day a former employee left the organization is considered one of their annual holidays.

Clever toxic employees :

- Utilize their technical expertise to intimidate & manipulate
- Know who to flatter & who they can abuse
- Turn their toxicity on & off depending on the impression they want to make



# Cross Cultural Collaboration for Effective Teams

Presented by Audrey Halpern

Global teams demand special attention to differences in culture, communication barriers, and inherent trust existing among the team members. A lack of cultural awareness in a multicultural environment can create a sense of division among workers. Workers can develop cliques that make it hard to create a sense of teamwork and unity. Instead, the "us" versus "them" mentality that can develop from a lack of cultural awareness can divide workers. These include knowing the cultural differences that exist on the team and taking steps to educate the other team members understanding how this affects how they should approach different situations.



# How to Deal With Clashing Coworkers

Presented by Bob Churilla

Employee conflict costs organizations money, morale and productivity. A rise in absenteeism and turnover is a likely sign that an organization is suffering from unresolved conflict. In this webinar, you will learn how to handle conflicts caused by the tasks of the job and relationships with coworkers. You will learn how to evaluate the seriousness of the conflict and how to appropriately intervene. In addition, the role of emotional intelligence, confronting employees in conflict and dealing with common issues of conflict at all levels of the organization will be considered.

Clashing co-workers can reduce morale and productivity of an organization or team. In addition, employee conflict often results in turnover and a waste of a manager's time. While conflict is not necessarily bad, it still must be handled in a way that contributes to organizational performance.



# Creating a High Performance Team : Overcoming the Five Dysfunctions of a Team

Presented by Claudetter Rowley

High performing teams are the backbones of any company. As Patrick Lencioni, author of *The Five Dysfunctions of a Team*, states “Teamwork is the last untapped resource.” This webinar explores the foundations of creating a highly functional teams. These teams share a commitment to self-awareness, solid relationships and accountability which form the basis for deep trust and great results. We will also discuss the importance of mindset on a team. Like organizational culture, team mindset drives team relationships, decisions and problem-solving.

Teams often struggle to resolve conflict effectively and as a result, conflict gets swept under the rug or becomes toxic over time. Participants will explore how team conflict can be generative and can add – rather than detract – from a team’s success.





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