

# Confident Teamworking Seminar

## Overview

### Objective

This is a one and a half day seminar for up to 15 people, and the objective is to give individual teams a sense of increased confidence which will enable them to work more effectively with their stakeholders and peers, so that they can confidently co-develop ideas and accurately communicate their point of view.

### Learning Outcomes

As a result of the programme, participants will have:

- An increased ability to understand and interpret the different points of view that other people have;
- Increased confidence in interactions using questioning and styles of expression to reframe ideas and agreements.

### Synopsis

In order to have a confident, mutually beneficial interaction with other team members, it is necessary to be able to do three things simultaneously:

- **Identify other perspectives.** This requires understanding why different people may have different points of view and what's important to them. To do this we will learn how to build and maintain rapport with people, how people create their unique perspective of a situation, and learn techniques to probe and question these perspectives.
- **Identify common ground.** This requires the ability to analyse situations and discuss them frankly and openly from a neutral point of view, in order to achieve a win-win position. Here we will learn a variety of techniques to probe for new perspectives, different meanings, and how to reframe agreements and outcomes.
- **Propose your own views confidently.** This requires the ability to understand how your ideas could be understood (or mis-understood) and react accordingly. Here we will learn more creativity and reframing techniques to change the interpretation of facts, how to look for and react to feedback, and how to propose ideas in terms that others can appreciate—which links back to the first point above.

In summary the participants will learn new techniques for questioning, interpersonal interaction, and creativity, and practice them on current business situations that will be identified prior to the main training session. This will equip them with new tools and an action plan for improvement.