

**North Central NELD
Seminar 3: In Search of High Performing Teams
July 28-31, 2004**

**Omni Severin Hotel
Indianapolis, Indiana**

Desired Outcome:

Participants will gain new understanding and develop skills to be effective leaders of work teams.

Objectives:

Our seminar is designed to:

1. Enhance participant's understanding of the role teams may serve in helping build strong and sustainable Extension systems for the future.
2. Build participant's understanding of teams and their organization – drawing upon actual experiences of outstanding keynote speakers, and resource persons involved in teams in their organizations – private, public, and not-for-profit.
3. Engage in assessment and synthesis of key published sources and research findings regarding team creation and performance.
4. Involve participants and resource persons in participatory approaches and leadership actions vital in effective team operations through case studies.
5. Engage in case diagnosis of the team cases presented. Resource persons and knowledge cells will be available to each participant interested in team applications back home.

Intersession Assignments

1. Eight to nine persons will constitute each knowledge cell based upon the participants' preferences. Each knowledge cell will study and present a separate aspect of the literature on team creation and performance at the seminar.
2. In addition, each participant is asked to develop a basic understanding of team/organizational concepts prior to the seminar by reading assigned texts.

Wednesday-July 28, 2004

Time	Content	Facilitator(s)
5:30 p.m.	Buffet dinner	
6:15 p.m.	Welcome to Indianapolis	Dave Petritz
6:30 p.m.	Overview of Seminar 3 Recap our experiences from seminar 2 Goals Agenda overview	Yvonne Horton Dennis Epplin Arlen Leholm, Ray Vlasin
7:00 p.m.	Getting acquainted team exercise	Tom Blewett
7:30 p.m.	Review of Knowledge Cell Assignments Meet as groups to finalize presentations	

Thursday-July 29, 2004

Time	Content	Facilitator(s)
8:00 a.m.	Segment 1 – Team Concepts, Types of Teams and When They Can Flourish <i>Wisdom of Teams</i> by Katzenbach & Smith; Group sharing on readings chapters 1-5 <i>Why Teams Can Fail & What to Do About It</i> by Hitchcock, Darcy and Willard; Group sharing on readings chapter 1	Arlen Leholm Ray Vlasin
9:50 a.m.	Reflection and journaling	
10:10 a.m.	Break	
10:30 a.m.	Segment 2 – Teams & Leadership – Interface for Good or Ill The Vital Role of Leadership in Determining Success <i>Principle Centered Leadership</i> by Covey	KC #1
11:15 a.m.	Segment 3 – Moving From a Good Team to a Great Team <i>Good to Great</i> by Collins	KC #2
12:00 p.m.	Lunch	
1:00 p.m.	Segment 4 – The Accountability Challenge <i>Accountability – Freedom and Responsibility without Control</i> by Lebow and Spitzer	KC #3
1:45 p.m.	Segment 5 – Team Mentoring and Coaching as Part of Team Leadership <i>The One-Minute Manager Builds High Performing Teams</i> by Blanchard, Carew, and Parisi-Carew	KC #4
2:30 p.m.	Break	
2:45 p.m.	Use of Parables in Team Learning <i>Gung Ho, High Five, and The Leadership Pill</i> by Blanchard, et.al	KC #5
3:30 p.m.	Segment 6 – Creating and Sustaining Teams Lecturette, Overview, and Dialogue	Ray Vlasin Arlen Leholm
5:00 p.m.	Indiana hospitality	
6:00 p.m.	Free evening	

Friday-July 30, 2004

Time	Content	Facilitator(s)
8:00 a.m.	Segment 7 – Keynote Address: Maggie Bethel, Self-directed Team Development in the Michigan Context Interaction with participants	
9:30 a.m.	Segment 8: Team Roles and Strategies for Effective Performance Shared Leadership and Political Effectiveness	Arlen Leholm Ray Vlasin Maggie Bethel
10:00 a.m.	Break	
10:20 a.m.	Segment 8 Continued	
11:15 a.m.	Segment 9 - Introduction to Case Study Concepts	Ray Vlasin
11:45 a.m.	Lunch	
1:00 p.m.	Segment 10 - Field Trip	
5:30 p.m.	Free Evening	

Saturday-July 31, 2004

Time	Content	Facilitator(s)
8:00 a.m.	Reflections on yesterday's program: Team exercise Participants' reflections	
8:30 a.m.	Segment 11 – Initiation of case studies	Ray Vlasin Arlen Leholm
10:00 a.m.	Break	
10:15 a.m.	Segment 11 - Participant reflections on what has been learned from Knowledge Cells Participant volunteers Participants encouraged to communicate/network	
10:50 a.m.	Housekeeping and preparation for Seminar IV	
11:00 a.m.	Final message to participants	Arlen Leholm Ray Vlasin
11:30 a.m.	Adjourn-Safe Journey Home	