



# Developing a High Performance Project Team

An Online Continuing Education Course for Engineers

**Course Number: BS-8008**

**Credit: 8 Hours / 8 PDH / 8 CPD**

# DEVELOPING A HIGH PERFORMANCE PROJECT TEAM



By

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## COURSE OVERVIEW

This course is designed for any project manager, project engineer, or human resources/training professional responsible for the development of an effective team on a pending large project. (We use “large project” to mean involving more than 100 people and with duration of more than eighteen months. It will work as well with smaller project teams.)

This course takes the student beyond the traditional two or three teambuilding meetings that may occur with a large project to demonstrate that we must change that concept into one with more depth and the potential for greater endurance and performance: team development.

We see team building as an activity that begins with the project team member and flows outward dealing with their role on the project, their relationship with other team members, and their work in support of the project.

Our proposed approach for team development begins before the first team member arrives on the project. It starts by defining measurable performance expectations regarding technical and non-technical skills for each function. Then creates a system whereby the project team members are able to self-monitor their performance allowing them opportunities for professional and self-development that are not so evident in a traditional team-building environment.

The ultimate goal with this course is a project that is delivered on time, on budget, meets all of the client’s expectations, and *team members can’t wait to work together again on the next project!*

## LEARNING OBJECTIVES

Participants in this course will learn to:

1. List at least three prerequisites for a successful large project team development process
2. Identify the significant few critical job performance tasks of each project function
3. Develop a system of performance assessment for team members within a project's matrix organization
4. Identify critical shortcomings in the traditional view of the four stages of team development
5. Speed the early *forming* of a large project team
6. Reduce the potential of *storming* on a large project team
7. Expand the potential of broader *norming* on a large project team
8. Increase the level of *performing* on a large project team
9. Apply the dynamics of a large parent organization to the project team
10. Increase the team member's job satisfaction and loyalty
11. Increase the team member's willingness to work together again on the next project
12. Focus on the team's specific agenda
13. Offer suggestions to get their agreement and cooperation
14. Explain the need for team cooperation
15. Explain why the team needs compensation
16. Focus attention on what the team is doing on a project.
17. Plan and lead the team
18. List the order of events to derive maximum productivity

To view the remainder of the course material and to take the quiz for PDH credit, you must purchase the course.

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