

cto

corporate training options

About Us

Our mission at CTO is empowering people through learning that drives lasting growth and organisational success.

With that focus, we provide high-quality, practical training designed to help individuals and organisations build skills, improve performance and adapt to an ever changing business environment.

With experienced trainers and flexible delivery options, CTO provides engaging, results-focused learning designed to strengthen capability and support long-term business success.

*“Hope is NOT a
Development Plan.”*

Team Building

Other Leadership Courses

- Change Management - Leading through Organisational Change
- Building a Committed Workplace
- Strategic Planning
- Learning to Lead
- Excellence in Supervision
- Coaching for Development
- Leading Virtual Teams
- Effective Communication

*Skills that Win -
Build Teams that Win*

Contact Us

We would love to collaborate with you



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*Our trainers are located all across
Australia.*



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Leadership: Team Building

The Challenge

Putting people in a group doesn't create a team—it creates a collection of individuals working in proximity. Real teams collaborate, trust each other and achieve more together than they could have alone. Most team-building efforts fail because they focus on activities rather than addressing the fundamental dynamics that make teams effective. This program builds genuine team cohesion that lasts.

Educate, Elevate and Empower

What you will Learn

- ✓ Understand what distinguishes high-performing teams from groups
- ✓ Build trust and psychological safety within teams
- ✓ Establish clear roles, goals and accountability
- ✓ Facilitate effective team communication and collaboration
- ✓ Navigate and resolve team conflict constructively
- ✓ Leverage diverse strengths within your team
- ✓ Create team norms and culture that support sustained performance

Who should Attend

This program is valuable for anyone responsible for building or leading teams, whether existing teams that need strengthening or new teams forming. Ideal participants include:

- Team leaders and managers
- Project managers building project teams
- HR professionals supporting team effectiveness
- Leaders of cross-functional or remote teams

Course Delivery

- Online via Microsoft Teams
- Onsite at your Workplace
- Hybrid (combination of both)

Duration

- Full Day Course

Group Sizes

Our prices are based on group sizes and not per person (the more the merrier)

- 1 - 3 trainees
- 4 - 15 trainees
- 16 - 20 trainees

Pre Requisites

None - Open to all

Course Modules

Module 1. What actually makes a Team High-Performing

- The critical difference between a group and genuine team
- Why proximity, goodwill and good intentions aren't enough
- The conditions that high-performing teams share and how to create them
- Honest assessment where your team is today and what it needs most

Module 2. Building Trust as the foundation of Team Performance

- Why trust is the single most important ingredient in team effectiveness
- The two dimensions of trust — competence and character and why both matter
- Behaviours that quietly erode trust in teams without anyone naming it
- Practical approaches to accelerating trust in new and established teams alike

Module 3. Psychological Safety - Creating a team that thinks together

- What psychological safety really means in a team context
- Why teams without it default to silence, politics and self-protection
- The leader's role in modelling the vulnerability that safety requires
- Building an environment where dissent, questions and mistakes are genuinely welcome

Module 4. Clarity - Roles, Goals and Accountability

- Why ambiguity is one of the greatest hidden threats to team performance
- Establishing shared goals that everyone understands and genuinely owns
- Defining roles clearly enough to enable collaboration, not just avoid overlap
- Creating accountability structures that the team holds, not just the leader

Module 5. Communication and Collaboration that actually works

- The communication patterns that distinguish effective teams from struggling ones
- Moving beyond information sharing to genuine collective thinking
- Facilitating team conversations where all voices contribute, not just the loudest
- Building collaboration habits that don't rely on constant meetings or check-ins

Module 6. Navigating and Resolving team Conflict

- Why conflict in teams is inevitable and why avoiding it is the real problem
- Distinguishing productive tension from destructive dysfunction
- A practical framework for surfacing and resolving conflict constructively
- The leader's role in conflict — when to facilitate, when to intervene and when to step back

Module 7. Leveraging the Diverse strengths within your team

- Moving beyond tolerance of difference to genuine leverage of it
- Understanding the different thinking styles, strengths and contributions on your team
- Building complementary team dynamics where differences become advantages
- Preventing the dominance of similar voices and styles from limiting team potential

Module 8. Building Norms and a culture that Sustains Performance

- Why culture is built by what leaders and teams tolerate as much as what they celebrate
- Co-creating team norms that define how the team works at its best
- Maintaining team cohesion through pressure, change and setbacks
- Keeping the team intentionally focused on growth and continuous improvement

Elevate and Empower -
educate,