

Expanding Team Cohesiveness And Effective Problem Solving & Decision Making

Introduction

An organizational success is not so much governed by its high-tech equipments and high pay up capital as compared to its human capital. In today business environment, human capital is one of the key factors to generate productivity transformation. What keep your business running are by optimization the strengths of your human capital. However, a person alone cannot do wonders. Working isolate or working in 'silo' has become history.

Most of the jobs or tasks carry out required more than one person involvement. Working as a team is not a choice. It is a must because this element plays important roles for organization survival. To get the best out of the staffs requires lots of passion. On top of that there are many factors affecting team cohesiveness towards organizational effectiveness. '

Most of us know the important of motivation to maintain group cohesiveness. No one can deny that workplace motivation is a potentially powerful tool that promises increased retention, improved employee morale, advanced staff performance and the reinforcement of key success-building behaviors. However, which workplace motivation strategies are the 'best fit' to our business environment? In fact there is no same solution to all the problems.

The success only comes when the companies are able to identify and choose the right strategy to drive their staff uniqueness and motivation to allow them to work cohesively.

What is the important of teamwork? It doesn't mean everybody doing the same thing or everybody being able to do each other's jobs. It is more a means to a synergistic way of working. Properly managed teamwork maximizes strengths and bringing out the best in each team member. These specific, possibly unique individual strengths are then complimented by the strengths of others, or of the team as a unit. The synergistic value of team cohesiveness is also depending on the role play by the leaders of the organization.

This 2-days training program also covers the fundamental and techniques to conduct rigorous analysis of the problems in a structured and methodological approach. Nothing in the organization has a more import on the profitability than the quality of the decision making. Proper management and supervisory skills among this first level management is crucial to avoid or prevent potential problems from happening and maximizing the company productivity simultaneously.

Objectives

Upon completion of this program, the participant will be able to:

- Understand yourself better
- Discover others potential
- Engage and motivate others using different strategies
- Move people to action
- Understand the power of 'storytelling'
- Identify the root causes and effect of the problem systematically
- Apply appropriate decision making strategies
- Encourage the staffs to solve problems as a team
- Provide general understanding on other leadership skills

Training Methodology

It is a lively workshop with facilitated lecturing, self-assessment, individual & group hands-on-experience and role plays that assist the participants to realize the principles and strategies of enhancing team cohesiveness and decision making.

Who Should Attend This Program

Line managers, supervisors or any leaders at all levels who need to communicate, build relationships, stimulate and engage others within their organizations, departments or units to meet organization targets.

Secretarial Details

Fee: RM6,000 (inclusive of training materials)

Duration: 2 Days

Time: 9am to 5:30pm

Venue: To be determined by the Company

Cheque Payee to: Unimas Holdings Sdn Bhd

Program Outline

General view: Dimensions and Factors Influencing Group Cohesion

Module 1 – Discover Yourself and Your Potential

- Who am I?
- Know you “Qi” energy
- Understand and raising your standards

Module 2 – Discover Team Potential

- Assessing your team cohesiveness level
- What motivate them?

Module 3 – Eight Strategies for Building a Cohesive Team

Include self-motivational strategy

Module 4 – The Psychology of Story’s Influence*

- Storytelling as the strategies
- Using Stories to inspire
- Successful Companies That Used Stories
- Resolving Office Conflicts using stories

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Module 6 – Define the Problem(s)

- Difference between critical, urgent and serious problems
- Define the problems using “gap analysis”
- Receiving feedback on the problem(s)

Module 7 – Determining Cause

- Understand the difference between symptom and cause
- Use different tools to determine cause of problems
- Understand the difference between single, multiple and chain causes

Module 7 – Decision Making Strategies

- Individual vs. team decision making
- Different decision making styles
- Using appropriate decision making strategies in different situations

Module 8 – Leadership Skills in General

Trainer’s Profile

Associate Professor Dr. Shahren Ahmad Zaidi Aduce is the Dean of the Faculty Cognitive Sciences and Human Development, University Malaysia Sarawak (UNIMAS). Dr. Shahren graduated with a Doctor of Philosophy (PhD) in the field of Information Science and Technology, Master of Science in Telecommunication & Network Management from Syracuse University, New York. He was also an Adjunct Lecturer, University Senator and a Network Administrator while at Syracuse University, New York, USA between 1995 to 2005. His areas of interest include ICT Management, Knowledge Management and Network Security. During his professional career, many employees and students have attained great personnel successes in their career through his mentoring and coaching. With his vast knowledge and working experiences nationally and internationally, Dr. Shahren is able to translate his knowledge on network security from theory to practical applications.

Abang Ekhsan Abang Othman is a Deputy Dean (Undergraduates & Students Development) and lecturer at the Faculty of Cognitive Sciences and Human Development, University Malaysia Sarawak (UNIMAS). He graduated with a Bachelor Degree in Public Administration (Hons) from Universiti Utara Malaysia (UUM). Abang Ekhsan obtained his Master in Human Resource Management (HRM) from Griffith University, Australia and currently awaiting his doctoral degree (PhD) results in HRM from Hosei University, Japan. He has supervised many undergraduates and Masters students and published widely in both local and international journals. Prior to joining the academic field, he spent about 22 years working in the public and private organizations. His working experiences include recruitment and selection, compensation and benefits and also on security management. Abang Ekhsan has also conducted numerous talks to employees from various industries pertaining to HRM disciplines to security issues.

Heng Chin Siong holds a Master of Science and Bachelor of Science (Honour) in Human Resource Development. Prior joining Faculty of Cognitive Sciences and Human Development, University Malaysia Sarawak (UNIMAS) as lecturer, he has 11 years of working experience as HR Practitioners who managed the full spectrum of HRM. He has also experienced in managing Administration and Security functions too. Heng Chin Siong is also a member of Management Review Team (MRT) for ISO 9001, ISO 14001 and OHSAS 18001. His hands-on experience enabled him to impart his knowledge from both theoretical and practical perspective.