

Natural Resources Conservation Service

**Leadership Development Framework (LDF)
Foundational Leadership Cluster**

**Team Building
Recommended Curriculum**

Target Proficiency Level: 3.0

Video: Characteristics of Successful Teams

Description: The most admired companies and leaders have three characteristics. 1) They are clear about why the task in front of them matters, 2) everyone knows why they should show up for the task, and 3) everyone on the team feels like they belong to the team.

Modality: Web-Based Video

Length: 5 minutes

Vendor: SkillSoft

Cost: N/A

Course: Developing a Successful Team

Description: Anyone who has worked in a project or team environment will tell you that team dynamics make a huge difference in the working environment. Developing effective project teams is one of the primary responsibilities of a team leader. In this course, you'll learn how to develop the team culture early on by establishing team member competencies and working to improve team dynamics. You'll also learn about methods used to encourage team participation and motivation and increase team members' commitment. Finally, you'll learn about the importance of assessing and improving team performance.

Modality: Web-Based

Length: 30 minutes

Vendor: SkillSoft

Cost: N/A

Workshop: Leading Your Team Through Change

Description: Good business teams produce results during times of prosperity. It's a different story during times of change and uncertainty, when only prepared and motivated teams have the agility, focus and motivation to successfully navigate the shifting environment.

As a leader, you must help your people overcome their reactions, embrace the change initiatives, and use focused approaches to keep team activities on course.

In this workshop, you'll gain practical tools that will enable you to manage reactions to change to communicate in a manner that inspires followers and ensures optimal productivity through any change initiative.

Modality: Classroom, Virtual

Length: 2.5 hours

Vendor: American
Management Association

Cost: \$236 per person

Developmental Opportunity: Mentoring for Team Building

Objectives:

- Demonstrate ability to clearly articulate team goals and objectives
- Describe how to build and maintain a positive team atmosphere by demonstrating and promoting collaboration and trust among team members
- Demonstrate understanding of how to use team dynamics to motivate team members
- Practice integrating new team members into existing team

Mentoring Considerations:

- Pairing should be self-selected to encourage motivated mentoring pairs
- Should meet regularly with a trusted individual at the Tactical leadership level (or above) to gain insight into what strong team building looks like at NRCS
- Be flexible and accommodating when considering schedules, workload, etc.
- Develop a mentor/mentee agreement, with up-front expectations regarding the roles and responsibilities of the mentor and mentee, what each person is hoping to gain from the mentor/mentee relationship, expectations, and logistics
- Develop suggested activity checklist for team building to be covered throughout the mentor/mentee relationship

Modality: In-person; virtual

Length: 6-12 months; 2 hours per month

Vendor: N/A

Cost: N/A