

# Give your team leaders the best foundation for improving services

## Affina Team Journey LaunchPad

### Training, coaching and support for team leaders on the Affina Team Journey

If your organisation is interested in establishing a team-based working culture, but has limited capacity to support teams in-house, this programme is a fabulous place to start.

We equip team leaders with the knowledge, skills and specialist support they need to lead their teams through the Affina Team Journey – an evidence-based online tool they will value and enjoy.

Aimed at leaders of all teams at all levels, LaunchPad is delivered across six months, through a series of lively and highly interactive workshops, plus self-study and practical work with a nominated team.

#### Through this programme you can expect to:

- Give your teams the best foundation for improving performance and developing services
- Align team objectives and team climate to organisational aims and values
- Track progress, share learning and create 'ripple' effects

#### WHAT'S INCLUDED:

- up to 12 team leaders per cohort
- 8 half-day sessions (virtual or face-to-face)
- expert coaching and support, plus peer group learning
- 1 team journey per participant
- comprehensive materials

“Our research over the last 25 years shows that successful organisations have high levels of effective team working. They are clear about the basics of good team work and make a focused and sustained effort to achieve those basics in practice.”

**Professor Michael West**  
AOD Advisory Consultant

## Team leaders will learn how to:

- Align with the organisational requirement for team based working
- Understand the benefits of team based working for their own service area
- Develop team working skills and practices
- Define a clear team identity and objectives
- Bring about role clarity and best use of skills and knowledge
- Increase decision making in the team
- Enhance the process of communication
- Enable teams to have constructive debate
- Improve inter-team working
- Monitor and assess team working effectiveness



## Programme structure

The programme consists of four virtual workshops, delivered every six to eight weeks, preceded by a one-hour launch event or programme introduction and an online module. It is further enriched by value-added content for self-study.

Between workshops, team leaders work with their teams to implement plans developed during the programme using the Affina Team Journey.

During workshops two, three and four, participants have the opportunity to work in smaller peer learning groups (PLG) to share learning and review their progress as they lead their teams through the journey.

## Programme overview

A flexible, modular and blended programme:

### Launch event

Recruitment and engagement

### Pre-work

#### Week 1

Research evidence self-study

### Workshop 1

#### Week 3

### Building the foundations for effective team working

Introductions, effective teams, engage, assess

### Workshop 2 and PLG

#### Week 11

### Building psychological safety in teams

Psychological safety, equality, diversity and inclusion (EDI), team identity, team objectives

### Workshop 3 and PLG

#### Week 19

### Leading teams to success

Collaborative leadership, team objectives, role clarity, decision making

### Workshop 4 and PLG

#### Week 27

### Sustaining success

Communication, constructive debate, inter-team working