UCLA ANDERSON
LEADING HIGH PERFORMING TEAMS (LIVE ONLINE)

Learn More
Phone: +1 (310) 825-2001
Email: execed@anderson.ucla.edu
www.execed.anderson.ucla.edu

Inaugural Program: December 1-10, 2020
Effective Team Management for Extraordinary Outcomes

“Organizations must harness the full power of teamwork in order to drive the productivity, innovation and agility required for success in today’s global, digital marketplace. This program will give you the skill-set you need to build and lead teams for maximum organizational impact.”

CORINNE BENDERSKY
Program Faculty Director
Professor of Management and Organizations
UCLA Anderson

Teams have emerged as the go-to work arrangement for solving cross-functional problems, making difficult decisions, generating ideas, and managing crises. Advances in communication technology have also opened up the opportunity for globally dispersed teams.

However, building and sustaining high functioning teams is a complex task, while poorly constructed and led teams often create more problems than they solve.

This program develops a foundational understanding of the frameworks, best practices, and toolkits needed to select, mobilize, and organize teams to innovate and achieve organizational goals.

The Rise of Teamwork in the Modern Organization

A recent survey reveals the clear benefits for organizations adopting the team-based model.

- Significant improvement in performance: 53%
- Minimal improvement in performance: 21%
- No change in performance: 6%
- Minimal reduction in performance: 5%
- Significant reduction in performance: 3%
- NA/don’t know: 11%

The Program

Program Fee: $5,500 (US)
The fee includes tuition and all learning materials.

Location:
Live Online

Inaugural Program: December 1-10, 2020

The Program

**Offered Live Online, the program is a deep dive on how to build and lead high performing teams for maximum impact on the modern organization.** Participants will acquire the analytical and interpersonal skills to optimize team performance by diagnosing complex team dynamics and taking appropriate action to improve team functioning. Communication and coordination of team members is a key focus, with special attention given to virtual, global, cross-functional, action, and creative teams.

**KEY PROGRAM SESSIONS**

- Introduction
- Team Frameworks (GRIPs)
- Team Coaching Skills
- Emergent States & Conflict Management
- Diverse Team Collaboration & Inclusion
- Team Processes & Coordination
- Team Structures: Power, Influence & Control
- Leadership Styles
- Everest Simulation
- Cross-Functional & Distributed Teams
- Incentives
- Team Collaboration Tools
- Extraordinary Outcomes
- Bringing It All Together

**THE UCLA LIVE ONLINE PROGRAM EXPERIENCE**

<table>
<thead>
<tr>
<th>Experiential Learning</th>
<th>Peer Learning</th>
<th>Program Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exposure to new knowledge is only the starting point for a successful learning experience. This program employs a carefully sequenced combination of learning elements to ensure maximum applicability of the acumen, frameworks and insights that you take away.</td>
<td>You will gain as much from your interaction with fellow participants as you will from our faculty; and the Live Online format provides ample opportunities to learn and grow with your peers.</td>
<td>During your Live Online experience, our dedicated program team is available in real time to take care of all the details so that you can focus your attention on what matters—mastering the theory and practice of building and leading high performing teams.</td>
</tr>
<tr>
<td>Case discussion</td>
<td>Simulation</td>
<td></td>
</tr>
<tr>
<td>Team exercises</td>
<td>Leadership assessment</td>
<td></td>
</tr>
<tr>
<td>Coaching</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The dates, session topics, instructors and fees listed are subject to change.
Program Faculty

Our distinguished faculty draw upon their original research and vast teaching experience to create a groundbreaking program that delivers the mind-set and skills essential to the development of the next generation of leaders.

Corinne Bendersky
Program Faculty Director, Professor of Management and Organizations
“An effective leader will encourage group members to share their task-related knowledge and make sure this information is appreciated, regardless of the status position of the person providing it. A leader should equalize the opportunity for other members to participate.”

Jennifer Whitson
Associate Professor of Management and Organizations
“Strategy is better based on reality, not tempting illusions.”

Eugene M. Caruso
Associate Professor of Management and Organizations and Behavioral Decision Making
“I want my students to think more like behavioral scientists, and rigorously learn from data, rather than like intuitive scientists—which we all are by default, just through our experiences in the world.”

Iris Firstenberg
Adjunct Professor of Management and Organizations
“Complex systems include uncertainties, which are the unfolding of events outside the known scope of possibilities. Within these systems we forge disruptive innovations by thinking in provocative and novel ways. My courses focus on these thinking strategies.”

Ian Larkin
Associate Professor of Strategy
“We hear all the time that competitive advantage is about human capital—attracting, retaining and appropriately motivating the best employees. In my research and teaching, I aim to put science behind the question of how firms can use HR policies to generate sustainable improvement in their productivity and profits.”

The Impact

LEARNING OBJECTIVES & OUTCOMES

- Understand and employ the GRIPs Framework (goals, roles, interpersonal norms and processes) to intentionally improve team performance
- Describe and model inclusive leadership behaviors and conflict management skills to engage diverse and dispersed teams
- Analyze the impact of various team power, influence, and control dynamics and tactics when structuring teams within hierarchical and networked organizations
- Evaluate coaching and feedback methods to optimize engagement and outcomes
- Apply Design Thinking and Agile Methodologies to increase team innovation and problem solving skills
The Participants

Directors, managers and project managers from major corporations to growth-phase startups who need the acumen, frameworks and best practices to select, mobilize, and organize teams for innovation and organizational success.

The program focuses on three overlapping spheres of action required for building and leading high performing teams.

Select and develop team leaders who have a growth mindset that creates conditions for teams to be iterative, open, inclusive and effective

Create purpose driven teams that embrace multidisciplinary collaboration, foster inclusion of diverse perspectives and empower agile decision-making

Create effective teams that embrace multidisciplinary collaboration, foster inclusion of diverse perspectives and empower agile decision-making

Alice is the director of operations, North America for a major healthcare company. She has been tasked to address the deeply siloed and hierarchical management culture that has been hindering the roll-out of a digital customer care platform designed to restore the client-focus of the business.

Roger is VP of strategy at a tech startup where exponential growth and an over-stretched founder/CEO have created a series of isolated fiefdoms that can no longer coordinate their efforts sufficiently to maintain the innovation and agility required in a highly competitive marketplace.

Sylvia is a finance manager at a major automotive company. Her responsibilities include ensuring the smooth flow of accurate information between Marketing and Finance. Cross-functional teams look like the solution for longstanding friction between the two departments but Sylvia has limited experience leading and building teams.

The program is a great opportunity for organizations to enroll cross-functional teams to develop best practices around teamwork and a game plan for their wider dissemination.
UNIQUELY UCLA

UCLA Anderson Executive Education has been a leader in executive development since 1954. Our program builds upon this proud tradition and the groundbreaking research, teaching and industry experience of our faculty to deliver powerful frameworks that will give you the skill-set you need to build and lead teams for maximum organizational impact.

UCLA is a globally renowned academic powerhouse but it is also uniquely entrepreneurial and individualistic, open-minded and curious, intellectually challenging and deeply caring for the communities in which we live. We are focused on stretching intellectual horizons, but we never forget our geographical roots and the place from which we draw strength and purpose.

Apply Now