TEAM BUILDING AND MOTIVATION FOR RESILIENT ORGANIZATIONS TRAINING COURSE

Introduction

Teams are where strategy succeeds or stalls. When trust is low, roles are unclear or morale has dropped after a restructuring, budget cuts or a difficult period, performance suffers and good people leave. This Team Building and Motivation training course equips managers, supervisors and team leaders with practical tools to build cohesive, motivated teams that keep delivering when conditions change. Over five days, participants learn how teams develop and why they get stuck, how to clarify roles, responsibilities and accountability, and how to create the trust and psychological safety that allow people to speak up, share ideas and learn from mistakes. The course looks closely at what really motivates staff, from intrinsic drivers to recognition and reward, and puts proven motivation theories, including Maslow, Herzberg and goal-setting, to work on real workplace situations. Participants also practise delegating and empowering their teams without micromanaging, setting clear KPIs, handling poor performance constructively, managing diversity and sustaining morale over time. The programme is highly practical. Interactive workshops, case studies and team simulations let participants apply each tool straight away, and the course closes with a team assessment and an action plan to take back to the workplace. By the end of the course, participants will be able to diagnose what is holding their team back, rebuild trust and engagement, and lead a resilient, high-performing team. The course is available in person, live online or in-house for your organization, and every participant receives a TrustGate Corporate Skills certificate of completion.

Course Objectives

- Understand team dynamics and development stages
- Build trust and collaboration

- Apply motivation strategies
- Improve team communication and performance
- Lead high-performing teams

Course Modules

> Module 1: Understanding Teams and Team Dynamics
- Groups vs teams
- Characteristics of effective teams
- Team roles and responsibilities
- Stages of development
- Barriers to teamwork

> Module 2: Team Roles & Leadership Responsibilities
- Formal vs informal roles
- Strength-based role allocation
- Leadership styles for teams
- Clarifying expectations
- Accountability systems

> Module 3: Trust and Psychological Safety
- Importance of trust
- Building credibility
- Encouraging openness
- Managing mistakes constructively
- Inclusion practices

> Module 4: Understanding Motivation
- Intrinsic vs extrinsic motivation
- Employee engagement
- Individual differences
- Diagnosing low motivation
- Behavior drivers

> Module 5: Motivation Theories in Practice
- Maslow hierarchy
- Herzberg theory

- Goal-setting theory
- Reinforcement strategies
- Workplace applications

> Module 6: Delegation and Empowerment
- Delegation principles
- Matching tasks to skills
- Monitoring progress
- Empowering decisions
- Avoiding micromanagement

> Module 7: Managing Team Performance
- Setting KPIs
- Performance reviews
- Recognition and rewards
- Managing poor performance
- Constructive discipline

> Module 8: Leading High-Performing Teams
- Shared vision
- Collaboration culture
- Innovation
- Managing diversity
- Sustaining morale

> Module 9: Team Action Planning
- Team assessments
- Improvement areas
- Strategy development
- Implementation plans
- Monitoring outcomes

P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi