

## **Humanology Teamforte: Employee Engagement through Team Building**

Do you know the secret to boost employees' productivity?

Are you interested in boosting employee engagement in the same organisation?

Want to create a corporate culture that focuses on synergy beyond boundary?

### **Introduction**

Effective organisational or team performance is based on a clear understanding of the shared goals, strategies, and operational, along with the individual roles and responsibilities of team members. Equally important are interpersonal qualities among staff such as trust, communication, and mutual accountability. These two perspectives determine a team's ability to achieve and sustain high performance, making team building a necessary companion to the organisation. Team development is something that is often ignored by organisations. Staff usually have little conscious awareness of the organisation's value and goals. Leaders and managers are rarely prepared to understand the dynamics of team formation and staff motivation or respond appropriately to the emerging needs of a team. As a result, internal team can become a liability to performance, leading to low productivity, low morale, and high staff turnover. Hence, team building programmes will help grantees develop a shared vision, determining the critical elements and individual contributions that are able to realise organisation's goals. It will also increase awareness of basic skills and tools for addressing common challenges. These same dynamics can be turned into a source of continued team enhancement.

### **Program Objectives**

The programmes aim to:

- Bridge gaps in organisation for betterment of TBE and team members; and
- Enhance teams' motivation and synergy level through understanding TBE's core values

### **Learning Outcome**

After completing this programme, participants should be able to:

- Aware of the gaps in the organisation and the needs to bridge the gaps;
- A clear understanding of organization's vision, mission, core values and goals;
- Establish the right mind-sets and common understanding of the direction of TBE;
- Internalise the core values of TBE to gain competitive advantages / synergistic from the team members to realise the organisation's vision, mission and goals; and
- Enhance individual motivation and performance among team members towards personal achievement and the organization's goals.

### **Who should attend?**

Non-managerial, First-line management, middle management, senior management and anyone that contributes directly and indirectly to the organisation.

**Methodology**

Case studies, forum discussion, role-play, presentations, gamification

**Program Outline**

<b>Time</b>	<b>Day One</b>
<b>7:30 am – 8:30 am</b>	The arrival of Participant, Registration and Breakfast
<b>8:30 am – 10:30 am</b>	<p><b>“The Great Discovery” – Knowing You</b></p> <p>This module aims to expose team members to the organisation’s vision, mission, goals and core values. In this module, the indoor activity is conducted - Action Development &amp; Traffic Jammed Game</p>
<b>10.30 am – 11.00 am</b>	<b>Tea Break</b>
<b>11:00am – 12.30 pm</b>	<p><b>The A-Team</b></p> <p>This module enables the participants to practice team empowerment and teamwork, enhancing clear communication across all members. Indoor activities - LifeCell is conducted.</p>
<b>12:30 pm - 2:00 pm</b>	<b>Lunch</b>
<b>2:00 pm – 4:00 pm</b>	<p><b>Connecting the Dots</b></p> <p>In this module, the participants would start to explore new ideas and new solutions to achieve excellent performance. In addition, this module aims to encourage accountability among team members. Ball Pass and Supply Chain are the indoor game design to address this objective.</p>
<b>4:00 pm – 5:00 pm</b>	<b>Tea Break &amp; Prayer</b>
<b>5:00 pm – 6:30 pm</b>	<p><b>Running Man</b></p> <p>The Humanology Teamforte also aims to build and develop high team spirit in completing tasks. Hence, Treasure Hunt - the outdoor activity is conducted to nurture high spirit employees.</p>
<b>6:30 pm – 8:00 pm</b>	<b>Dinner &amp; Free and Easy</b>
<b>8:00 pm – 10:00 pm</b>	<p><b>The Voice</b></p> <p>It is important to encourage creative ideas in teams and to impact confidence in self and teams to strive for excellence and high performance. Hence, the indoor program - you speak, and I listen conducted to hear the inner voice within the participants.</p>
<b>End of Day One</b>	

<b>Time</b>	<b>Day Two</b>
<b>7:00 am – 8:30 am</b>	<b>Morning Exercise</b>
<b>8:30 am – 9:30 am</b>	<b>Breakfast</b>
<b>9:30 am – 10:30 am</b>	<p><b>Going Extra Miles</b></p> <p>Creating attainable goals that are agreeable within the team and motivating each member in achieving higher performance in the team play an important role in creating a strong organisation. Marshmallow Tower - an indoor activity is conducted in this session.</p>
<b>10.30 am – 11.00 am</b>	<b>Tea Break</b>
<b>11:00 am – 12.00 pm</b>	<p><b>Reflection and Commitment</b></p> <p>In this module, the participants would list down their commitment and promises to the company after completing this module. This module applies behavioural psychology to ensure the message stays longer in the mind of the employees. It is a motivation, commitment and also the engagement of all participants.</p>
<b>12:00 pm - 2:00 pm</b>	<b>Lunch &amp; Depart</b>
<b>End of Programme</b>	