

Course Title: Building Your Real Estate Team: Success Through Synergy

Course Description: You've got a team and you've got a mission. Now let's figure out how to get you working well together. This half-day teambuilding gets you focused on the right aspects of the team dynamics so that you spend less time overlapping and more time producing. It also assesses for holes in the team, so that you can go out and hire the right person to fill the need.

Learning Objectives (See attachment on Bloom's Taxonomy and Learning Levels)

Learning Level	Learning Objective
Insert Level (Words or Numbers)	Insert corresponding learning objective
Evaluation Analysis Application	<ul style="list-style-type: none"> • Explore the dynamics of your real estate team and its importance in working together
Synthesis Application	<ul style="list-style-type: none"> • Set clear roles and expectations of the team
Evaluation Synthesis Analysis Application Comprehension	<ul style="list-style-type: none"> • Observe the behaviors of a group so you can better understand what is happening and eliminate challenges and roadblocks
Application Comprehension Knowledge	<ul style="list-style-type: none"> • Identify the stages of group development so you can see where you might get stuck
Application Knowledge	<ul style="list-style-type: none"> • Document best practices so that results are achieved as a team as quickly as possible

The following will be the means used in assessing whether the Learning Objectives have been met (Pre and post test, Q&A etc.)

Self-assessment of team and how it is working/not working.

Self-assessment of leadership within the team

Listing/capturing of present roles and responsibilities on the team

Team Observation checklist

Models: Trust Model, Group Development Model, Decision Matrix

Group simulation exercises: Win Game, Wilderness Exercise, Synergy and Diversity exercise

Timed Outline: Describe in detail the components of the course by breaking it down into subject matter areas of no greater than 15 minutes. What will be the method of instruction or teaching technique used for each area (lecture, slides, group activities, videotape etc.)

Length in Time (15 min. increments)	Teaching Technique	Subject Matter Segment and Description
5 min	Dialog w Questions Intention Setting Task	KICKOFF Kickoff, review agenda for the day, groundrules, Set an intention for the session, what do you want to get out of it, how will you be present and attentive?
10 min	Assessment	PRESENT TEAM ASSESSMENT Discuss where you are now as a team, assets, liabilities, listen for the more pressing needs that the team has in moving forward, how well are the roles filled out? (ex: Listing Specialist or Lead Generation Support)
45 min	Work Team Simulation Models: Decision Matrix and Trust Model	THE WIN GAME An interactive exercise that sets up the group to turn win/lose into win/win. DEBRIEF Discuss experience including what happened with: working together or not as a team, understanding objectives and mission, communication failures, making agreements, testing trust, decision and power, what helped and what hindered
10 min	Break	
45 min	Dialog w questions Assessment	TEAM CHARACTERISTICS and TEAM SKILLS Review several concepts about teambuilding and pose questions as to how they apply to you, Address what skills are specifically needed? Where is your team on these capabilities?
30 min	Exercise Team Observation Checksheet	WILDERNESS EXERCISE Put group into small teams to answer questions about “how to survive in the wilderness,” Assign observers DEBRIEF Listen for trends in understanding communication patterns, leadership tendencies, decisions, etc.
20 min	Model: Stages of Team Development Synergy Exercise	STAGES OF TEAM DEVELOPMENT Transition lessons learned in last exercise into a model for how teams typically progress and what to do about it. Present a quick exercise for observing shapes that illustrated how diverse points of view are helpful. Refer to how synergy worked well in Wilderness exercise.
15 min	Action Taking	GOING FORWARD

