

Team Building Workshop

Course Title	Team Building Workshop
Country	Kuwait
Location	4-5 Star Hotel
Time	8:00 AM - 2:00 PM
Date	19 - 20 October 2025

Target Group:

Junior-level professionals from various organizations and sector.

Duration

2 days × 6 hours daily.

Objectives :

- Build trust and psychological safety within teams.
- Enhance effective communication and active listening.
- Strengthen collaboration and team identity.
- Develop constructive feedback and conflict-handling skills.
- Foster team spirit, mutual support, and a culture of collaboration across functions.

Workshop

Day 1 – Team connection & Building Trust

- **Theory:**
 - Trust as foundation for effective teamwork in high-risk industries.
 - Psychological Safety as a driver of performance and safety.
 - Case insights from oil incidents where trust was decisive.
 - Listening to Understand vs. Listening to Reply.
 - Layers of communication: verbal, non-verbal, emotional.
 - Case study: Lesson from communication breakdowns in oil sector.
- **Practical Activities:**
 - *Team Journey Exchange*: participants share pivotal teamwork stories.
 - *Trust Mapping*: teams identify where trust is built or eroded in their workplace.
 - *Team Charter Workshop*: drafting a shared code of values and behaviors.
 - *Crisis Meeting Simulation*: cross-functional teams respond to a refinery disruption.
 - *360° Listening Drill*: practice active listening and paraphrasing in triads.
 - *Team Identity Lab*: groups create a symbolic “team identity” reflecting diversity and strengths.
- **Interactive Reflection:**
 - Open circle discussion on lessons learned and use of Mentimeter or similar tools for live participant feedback.

Day 2 – Feedback & Conflict Handling & Collaboration

- **Theory:**
 - Types of conflict: task vs. relationship.
 - Harvard Feedback Model (SBI – Situation, Behavior, Impact).
 - Turning disagreements into productive dialogue.
 - Building resilience and adaptability within teams.
 - Growth Mindset as a foundation for continuous team learning.
 - Cross-functional collaboration for long-term success.
- **Practical Activities:**
 - *Team Conflict Simulation*: role-play scenarios with competing departmental interests.
 - *Feedback Clinic*: participants give and receive constructive feedback.
 - *Resilience Roundtable*: peer dialogue on coping under pressure.
 - *Team Resilience Challenge*: groups tackle a simulated workplace crisis requiring collective problem-solving.
 - *Collaboration Lab*: teams rotate roles to experience diverse perspective and coordination challenges.
 - *Peer Support Circles*: participants share strategies for sustaining motivation and supporting one another.
- **Interactive Reflection:**
 - *Reflection Journal*: participants outline key takeaways for improving teamwork and collaboration.
 - *Closing Circle*: teams commit to one collaborative practice they will implement in their workplace.