

**Developing High Performing Teams**

How do supervisors and managers learn to lead teams in your organization? If it’s like many organizations, it’s on the job training. Oh, sure, there may be the required supervisory and/or management class upon promotion, but those often fall short in really teaching us how to lead teams.

I have been recognized multiple times for leading high performing teams and, for the past 15 years, have worked with team leaders, often leadership teams, to help them work together better in order to achieve better results. In the process, I have learned a lot about teams and developing high performing teams. I created Developing High Performing Teams online course because, I wanted a way to come alongside of more leaders to help them improve their leadership by understanding how teams mature and steps they can take to move their teams toward high performance, including practical tools and best practice tips on team leadership. We launched this course in late October.

**Meet Your Trainer**

Dr. Switzer started his professional career with the Sacramento Sheriff’s Department where he spent 28 years, half of which was at the mid and executive levels. His last assignment was Commander of the Training Division where he had oversight of academy recruits and more than 2,000 staff. He is a graduate of the intensive POST Master Instructor Program. He holds a Doctorate in Leadership with an emphasis in Leadership Coaching and master’s degrees in Public Administration and Criminal Justice. He has been a full-time leadership trainer, consultant, and coach (PCC) for the last 15 years.

**Short on time?**

Here is a link to overview of the course: <https://www.youtube.com/watch?v=NXP6ypeWn_E&t=6s>

**Here is what is in the course:**

This 8-hour course is comprised of three sections: Stages of Team Development, Effective Team Leaders, and Team Toolbox. The content of this course comes from my own experience of developing multiple high performing teams and from working as a consultant coming alongside leaders and their teams for the past 15 years. Once enrolled, participants can jump in and out of the course at their convenience.

This course can be completed by individuals. However, if you have a group of your staff takes this course, we can offer you these additional features:

* Publish a dedicated session of our online class just for your team, which will foster collaborative learning among your supervisors and managers whatever shift or location they may be.
* Customize the Introduction Video specifically referencing your organization to add a unique and special touch to the class.
* Design and integrate one discussion question for each section to focus participants on particular areas of concern/interest to your organization to stimulate thought and/or discussion, if you prefer something different than what is already available.
* Train an In-House Administrator who can monitor progress, provide updates on completion status for participants, and provide feedback to discussion posts. We can do this if you prefer to not have an In-House Administrator.

**Special Bonus:**

The regular course cost is $279. We are offering this course at a 50% discount to Convene members. Group tiered pricing is available. Two organizations had professional staff participate and/or high performing team members who might be promoted in the near future.

**Preview the course now:**

               <https://merlin-s-school.thinkific.com/courses/developing-high-performing-teams>

1. Click “Free Preview”.
2. Follow the prompts to create an account to view the basics of the course.

If you are interested but need to see more, I am happy to send you a link to preview the entire course.

**Here’s what others have said about this course:**

*“Rewarding. There are some trainings you go through and by the end of it, you feel like you just want to get out of here and be done with it or that you feel that you did not get out a lot. But with this, I really felt like I got some tangible things that I can use in my day-to-day work. I found it very rewarding. I actually enjoyed it quite a bit. I was telling many of my coworkers that this was a great course. I told my manager if we ever have the opportunity to send some additional people through something like this, I think we should do it.” –* ***Chris Cloninger, County of Sacramento, Training Department***

*“I would absolutely recommend this course to a similar company and position. I would tell somebody, no matter what their career goals are even if they do not want to promote. Take the course because it will teach you to be a better follower. If you do want to promote, take the course, it will help you be a better leader.” –* ***James Garing, Citrus Heights Police Department***

*“Just by the fact you have to deal with people at work, you develop strategies without being taught. It is innate. A lot of what I have done was self-taught with trial and error. But with the concepts and knowledge from the online course, I am able to quantify it and see what I was doing and move towards becoming a greater leader with the new tools.” –* ***Ken Dascher, Metro Aviation***

*“I think you have a real winner in this course. I liked it a lot and feel that this would be a value to an organization that is needing to develop leadership skills within their team.” –* ***Keith Estes, President, Century Commercial Services***

Remember that your discount expires at the end of January. Please let me know if you have any questions. If I can serve you in some other way, please let me know.

Dr. Merlin Switzer

916-622-3545/c