

Lead Teams with Confidence

A practical guide to leading teams through growth, conflict, and performance — using Tuckman and GRPR team structuring model

Ever led a team where everyone was polite... until they weren't?
Where roles were fuzzy, decisions dragged, and conflict popped up at the worst possible time?

Teams don't become high-performing by accident. They develop through predictable stages — and great leaders know how to **read the stage, respond well, and use the right tools to move the team forward.**

This course gives you that roadmap.

What is this course about?

This self-paced, interactive course helps you lead teams through **Tuckman's stages of team development** — **Forming, Storming, Norming, Performing** — with confidence and clarity.

But we don't stop at "here's the theory."

You'll also learn the **GRPR model (Goals, Roles, Procedures, Relationships)** — a practical toolkit you can use especially in **Forming, Storming, Norming and Performing stages** to set your team up for success and reduce friction later.

Who is this course for?

This course is ideal if you:

- Lead a team, project group, or cross-functional crew.
- Are a first-time leader and want a strong, practical foundation.
- Want to prevent confusion, conflict, and drift in teams.
- Need tools to build clarity, accountability, and collaboration fast.
- Want a structured approach that works in real workplaces.

What can you expect?

- A clear breakdown of the **4 stages of team development**.
- Practical leadership actions for each stage.
- The **GRPR team structuring model** to help you build a solid team foundation early (Goals, Roles, Procedures, Relationships).
- Tools you can use immediately: meeting rhythms, ground rules, role clarity (RACI), decision methods, check-ins, and simple team contracts.
- Short videos, reflection prompts, and interactive activities to lock learning in.
- Bite-sized lessons that are easy to apply.

How long will it take?

This course is designed to be completed in **2-3 hours** — practical, focused, and immediately useful.

Course Highlights

Tuckman's Stages — what to look for, and how to lead

Forming — uncertainty, polite behaviour, “who does what?” questions.

Leader focus: direction, clarity, structure, psychological safety.

Storming — disagreement, resistance, tension, power struggles.

Leader focus: calm facilitation, conflict management, realignment, boundaries.

Norming — alignment, trust growing, better collaboration and momentum.

Leader focus: norms, team contracts, role clarity, rhythm and routines.

Performing — autonomy, confidence, high productivity and shared purpose.

Leader focus: empowerment, continuous improvement, recognition and sustainment.

GRPR — the practical toolkit that strengthens Forming (and reduces Storming)

- **Goals** — create a shared purpose and clear outcomes.
- **Roles** — clarify ownership using tools like **RACI** (no confusion, no duplication).
- **Procedures** — establish “how we work” (decision-making, meeting cadence, communication, progress tracking).
- **Relationships** — build trust and collaboration using **ground rules**.

How will you apply your learning?

You'll walk away with practical tools you can use immediately to:

- ✓ Diagnose what stage your team is in
- ✓ Lead with the right approach for that stage
- ✓ Set clear goals, roles, procedures, and working relationships using GRPR
- ✓ Reduce confusion, improve accountability, and manage conflict early
- ✓ Build strong team rhythms (meetings, check-ins, decision-making)
- ✓ Move teams from **forming to performing** — faster and with less friction

Your Next Step

Ready to lead teams with more clarity, confidence, and impact?

Get started guiding your team through every stage with a structured approach that works.