

# Build A Diverse Team



Title	Duration (minutes)	Author	Course Description
• Team Building: 01. What is Team Building?	3	HSI-ej4	This course talks about the characteristics that make a great team, how to develop a successful team, and then how to lead them.
• Team Building: 02. Types of Teams	5	HSI-ej4	We've come up with six different types of teams that are commonly found within an organization. Some teams are permanent, some are temporary. Some require supervision, while others are self-directed. Some teams work in the same office, and others are globally separated, requiring technology to stay connected. In this program, we'll look at each type of team, what their goals are, and how they operate.
• Team Building: 03. Effective Team Members	5	HSI-ej4	What traits make up a good team member? This is important to learn for two reasons: 1. To know what to look for if you're adding people to your team. And 2. To learn whether YOU possess the traits of a good teammate. Learn about the common features found in the best team players: from being constructive communicators to solution-oriented, from reliability to adaptability, and everything in between.
• Team Building: 04. Team Development and the Tuckman Model	5	HSI-ej4	There are models that describe how team development progresses. The most popular one is called the Tuckman Model, and is generally accepted as the basic standard of team development. The four stages in the Tuckman Model are known as Forming, Storming, Norming, and Performing. In this program, we'll take a look at each stage.
• Team Building: 05. Characteristics of a Successful Team	4	HSI-ej4	We've looked at the characteristics of good team players and the traits that people should possess to contribute successfully as individuals. A team, as a whole, should also possess characteristics that create a climate for success. In this course, we'll discuss those essential team traits, including how conflict should be handled, how to agree on a shared purpose, acknowledging people's value and responsibilities, our views on diversity, making decisions, communication, recognition, and much, much more.
• Managing a Hybrid Team: Team Building for a Hybrid Team	6	HSI-ej4	Most people say that their colleagues and work culture are the reasons they'll stay with a job. In fact, recent studies indicate team culture is more important to workers than their salary level. But how do you, as a manager, build a team when some team members are remote, and others are working in-person? This type of working arrangement definitely brings its challenges. In this course, we'll talk about five opportunities you can use to build team culture for your hybrid team.
• Managing a Hybrid Team: Tools for a Hybrid Workforce	6	HSI-ej4	Managing a hybrid team requires excellent communication, task management, and organization. To help you stay on top of all this, there are some great tools designed specifically for remote or hybrid working. Here, we'll break down some of the top ones.
• Anti-Racism for Leaders: Diversity-Focused Recruitment	6	HSI-ej4	In this course, we'll talk about how to change the language in your job postings to be more inclusive and less gender-specific. We'll discuss sharing a diversity statement along with diversity metrics and any benefits that are inclusive to all. We'll talk about outreach and where to post positions to maximize your diversity efforts. Lastly, we'll cover the job application, and some changes many companies are making to avoid unconscious bias when qualifying their applicants.
• Diversifying Your Leadership Team	8	HSI-ej4	In this course, we'll explore the benefits of building a diverse leadership team and provide some concrete tips for putting your diversity plans into action. We'll look specifically at recruiting practices, leadership development opportunities, succession planning, and external hiring. We'll also discuss the importance of setting realistic expectations for your unique organization.
• Leadership of a Diverse Group	11	HSI-ej4	In this course, we'll discuss how to celebrate differences. We'll also talk about how organizations are making cultural shifts toward diversity and inclusivity. And we'll go over leadership's role in pursuing and embracing diversity among its workforce.