

Cristando House, Inc.

Criminal Justice Consultants Est. 1980

Building and Leading High Performance Teams

STC Certified (4 hours) Tuition: \$50

Online via Zoom

July 20, 2021

0900-1300

In this interactive four-hour course, participants will examine both the art and science of building and leading high-performance teams. The differences between effective teams and work groups, as well as the characteristics of high-performance teams are covered. The Five Dysfunctions of a Team and how to overcome them are examined in depth. Participants will have the opportunity to apply what they have learned in a team-building case study.

- ✓ Team Dimensions and Core Variables
- ✓ Barriers to Effective Teamwork and Collaboration
- ✓ The Five Dysfunctions of a Team and How to Improve Dysfunctional Teams
 - Absence of Trust
 - Fear of Conflict
 - Lack of Commitment
 - Avoidance of Accountability
 - Inattention to Results
- ✓ Practical Application Case Study

Joseph Cristando serves as the president of Cristando House, Inc. Since joining the firm in 2003, his duties have included leadership and management development; team building and strategic planning; customized training design and delivery; and the completion of patrol workload studies. His clients are police departments, probation departments, sheriff's departments and district attorney's offices in California, Arizona, Colorado and Nevada. He has completed various leadership development and other consulting and training projects with the Alameda, Fresno, Madera, Marin, Orange, Riverside, Sacramento, San Bernardino, San Mateo and Santa Clara County Probation Departments. He has also presented at regional and statewide law enforcement conferences. During his first five years at the firm, much of Joseph's time was spent identifying emerging best practices in law enforcement management and integrating these findings into the training and consulting the firm does through California and Nevada POST.

Prior to joining the firm, he worked for the City of Fresno, the San Joaquin County District Attorney's Office and the American Red Cross. He earned an executive certificate in business management from Pepperdine University and completed his BA degree in Organizational Communication from California State University, Fresno.

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