

Fix Your Team: Rebuild Relationships and Stop Destructive Behaviour

- Do you want to create a winning culture that inspires trust, collaboration, and results?
- How can you align your organisation's brand with a culture that unites people instead of dividing them?
- Would you like to learn practical strategies to turn dysfunctional teams into high-performing ones?

Introduction

Dysfunctional teams drain energy, damage reputations, and derail results. No one wants to work in an environment filled with gossip, conflict, low morale, and poor performance. Left unchecked, destructive behaviour spreads beyond the team, creating complaints, high turnover, and negative perceptions across the organisation. For managers, this not only threatens team output but also puts their leadership credibility at risk. The good news is that dysfunction is not permanent. With the right tools and approaches, teams can be rebuilt, relationships can be restored, and a positive, winning culture can be created. This program equips participants with practical methods to identify destructive behaviours, rebuild trust, and foster collaboration. By mastering these skills, leaders and team members alike can transform toxic dynamics into healthy, productive relationships that strengthen both team performance and organisational culture.

Program Objectives

This program aims to:

- rebuild relationships in the organisation
- stop destructive behaviour in the organisation

Learning Outcomes

After completing this program, the participants should be able to:

- recognise the symptoms of the dysfunction/s that are occurring in your team
- understand what conflict, conduct or cultural issues are causing problems
- overcome all those conflicts

Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

Who Should Attend

Human resource personnel, marketing personnel, financial personnel, managers, Senior Management, and anyone who would like to fix and rebuild relationships

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p>Gossip Culture</p> <p>Do you hear a lot of gossip in your company? In this module, participants learn that gossip can be very destructive in the workplace.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Toxic Personalities</p> <p>Some people are plain mean, and they would try to make every situation seem negative. Are there such people in your workplace? Participants would learn what toxic personalities are. Participants would also learn how to deal with toxic people in the organisation in this module.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Personal Crisis</p> <p>There are times when we cannot overcome our own problems and bring them back to our workplace. Therefore, in this module, participants are trained not to bring their personal matters to the company.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Lack of Diversity and Inclusion</p> <p>Having a team that is made up of the same type of people — mostly the same gender, age, ethnic background, religion and education — can go unnoticed. In this module, participants learn the importance of diversity and inclusion and why it matters to the organisation.</p>
Day Two	
Time	Topics
9:00am – 10:30am	<p>The Manager’s Style</p> <p>Participants are exposed to the types of managers in the organisation. Participants would also learn the trust of their team or the organisation's support to hear and fully comprehend how they are performing in their management role.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	Unhealthy Competition

	<p>A cooperative competition sees employees working together to achieve, making the team greater than the sum of its parts. Conversely, the unhealthy competition pits employee against employee, with aggressive employees climbing over one another. In this module, participants learn to turn unhealthy competition into good ones.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>Individual and Team Dynamics</p> <p>Often, we are unaware of our own potential and unable to perform when in groups. In this module, participants would learn that individual dynamics are as essential as team dynamics. Participants would also learn how to have a balance of both.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Fix Your Team Toolkit</p> <p>As a wrap, participants would learn all the tips and tricks in fixing relationships and how to keep the destructive behaviour away for good. Participants would also learn how to utilise those toolkits to their optimum potential</p>