# Team Building and Collaboration for Cooperative Success Training Course

Professional Development Training Course Outline

| | | | |
|---|---|---|---|
| **Category** | Cooperative Societies | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s fast-paced, interconnected world, team building and collaboration are not just soft skills—they are essential drivers of productivity, innovation, and sustainability. In cooperative organizations, where democratic decision-making and shared responsibility are fundamental principles, strong collaborative teams are crucial. Training Course on Team Building and Collaboration for Cooperative Success is designed to empower cooperative leaders, members, and staff with the tools, strategies, and practical knowledge required to build high-performing, communicative, and synergistic teams that align with cooperative values.

This interactive course integrates conflict resolution, leadership development, communication enhancement, and trust-building techniques tailored for cooperative success. Leveraging current trends in digital collaboration, hybrid teamwork, and diversity inclusion, this course ensures your team can thrive in modern cooperative environments. Participants will engage in experiential learning, actionable case studies, and transformative exercises to cultivate a culture of accountability, respect, and high performance.

## Programme Curriculum

**Team Building and Collaboration for Cooperative Success Training Course**

**Introduction**

In today’s fast-paced, interconnected world, team building and collaboration are not just soft skills—they are essential drivers of productivity, innovation, and sustainability. In cooperative organizations, where democratic decision-making and shared responsibility are fundamental principles, strong collaborative teams are crucial.Team Building and Collaboration for Cooperative Success Training Course empowers cooperative leaders, members, and staff with the tools, strategies, and practical knowledge required to build high-performing, communicative, and synergistic teams that align with cooperative values.

This interactive course integrates conflict resolution, leadership development, communication enhancement, and trust-building techniques tailored for cooperative success. Leveraging current trends in digital collaboration, hybrid teamwork, and diversity inclusion, this course ensures your team can thrive in modern cooperative environments. Participants will engage in experiential learning, actionable case studies, and transformative exercises to cultivate a culture of accountability, respect, and high performance.

**Course Objectives**

1. Enhance team synergy and cooperative engagement.
2. Strengthen emotional intelligence and team empathy.
3. Build effective conflict resolution and negotiation skills.
4. Develop leadership and delegation skills in collaborative teams.
5. Improve strategic communication and interpersonal alignment.
6. Foster psychological safety and mutual trust within teams.
7. Implement digital tools for remote and hybrid collaboration.
8. Encourage inclusive teamwork and cultural competence.
9. Align cooperative goals with performance-driven teamwork.
10. Promote resilience and adaptability in team structures.
11. Enable peer-to-peer learning and mentorship in cooperatives.
12. Evaluate team effectiveness through KPIs and feedback loops.
13. Cultivate shared accountability and collaborative innovation.

**Target Audiences**

1. Cooperative Managers and Team Leaders
2. Cooperative Board Members
3. HR and Organizational Development Professionals
4. Youth and Emerging Cooperative Leaders
5. Training and Capacity Building Specialists
6. Cooperative Union Representatives
7. Social Enterprise Teams and Project Managers
8. NGOs and Community-Based Organizations in Cooperative Development

**Course Duration:** 5 days

**Training Modules**

**Module 1: Foundations of Team Building in Cooperatives**

- Understanding team dynamics and cooperative values
- Defining team roles and responsibilities
- Assessing team strengths and gaps
- Building psychological safety and group trust
- Tools for team self-assessment
- **Case Study**: Forming a high-functioning team in a rural dairy cooperative

**Module 2: Effective Communication for Team Synergy**

- Active listening and non-verbal communication
- Giving and receiving constructive feedback
- Group decision-making and consensus building
- Communication styles in diverse teams
- Leveraging digital tools (e.g., Slack, MS Teams)
- **Case Study**: Overcoming communication breakdown in a multi-ethnic SACCO team

**Module 3: Conflict Resolution and Mediation in Teams**

- Identifying common sources of conflict in cooperatives
- Conflict resolution styles and mediation techniques
- De-escalation strategies for team leaders
- Facilitating difficult conversations
- Rebuilding relationships after conflict
- **Case Study**: Resolving leadership disputes in a housing cooperative

**Module 4: Leadership and Delegation in Team Settings**

- Role of leaders in team empowerment
- Effective delegation strategies
- Servant leadership in cooperative environments
- Developing leadership pipelines
- Motivating team performance through leadership
- **Case Study**: Transformational leadership in a youth-led agri-coop

**Module 5: Diversity, Inclusion, and Cultural Intelligence**

- Embracing diversity in team composition
- Building inclusive team cultures
- Addressing unconscious bias and stereotypes
- Promoting equity in task allocation and opportunities
- Culturally responsive team practices
- **Case Study**: Enhancing inclusion in a gender-diverse artisan cooperative

**Module 6: Digital Collaboration and Hybrid Team Management**

- Remote teamwork: challenges and solutions
- Collaborative platforms and workflow apps
- Building connection in virtual environments
- Managing performance in distributed teams
- Balancing synchronous and asynchronous communication
- **Case Study**: Launching a digital-first project in a fintech cooperative

**Module 7: Monitoring Team Performance and Accountability**

- Setting SMART goals for team accountability
- Peer evaluations and feedback tools
- Analyzing KPIs for team performance
- Celebrating team wins and learning from failures
- Continuous improvement frameworks
- **Case Study**: Performance turnaround in a struggling marketing team in a savings and credit cooperative

**Module 8: Innovation and Collaboration for Long-Term Success**

- Creating a culture of innovation and creativity
- Cross-functional team collaboration
- Co-creation and idea generation techniques
- Aligning innovation with cooperative missions
- Managing resistance to change in teams
- **Case Study**: Collaborative innovation in a green energy cooperative

**Training Methodology**

- Interactive presentations and group discussions

- Role-plays and simulation exercises
- Real-life cooperative case study analysis
- Peer-to-peer feedback and reflection sessions
- Collaborative group projects and brainstorming labs
- Use of digital collaborative tools during sessions

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com