

Creating Higher Performing Teams

Purpose

This program is designed to assist leaders to create effective, collaborative, higher performing teams.

Target Audience

The program is designed to help leaders and managers who are working with new teams or teams that are not working to their potential, and who wish to align the team around objectives, improve communication, and create a team culture that walks the talk on desired values and behaviours.

Program Elements

Your team is unique, and because every team is different, the program is flexible and customised to meet your individual team's needs. However there are a number of elements that we commonly use:



Exploration meeting

We hold an initial meeting with the team leader to discuss team goals, roles and responsibilities, challenges, and desired outcomes. If appropriate, we meet one-on-one with each team member to gain their insights and perspectives, and then agree with the team leader on an agenda for a one-day workshop with their team.



Supporting instruments

We often use either David Clutterbuck's PERRILL High Performing Team diagnostic or the Hogan High Performing Team Assessment instrument to help team members reflect on the team's current performance and to identify opportunities to improve.

We draw on a number of other instruments to help teams become more self-aware as individuals and as a group, such as the Hogan Leadership series, TLC, LSI, Kantor's Structural Dynamics instruments, the HBDI and others. We work closely with the leader to identify precisely what the team needs and what will be most useful to achieve it.



Initial team workshop

Depending on the state of the team, and the needs of the leader, we may seek to cover some or all of the following:

- Team Purpose and Goals
- Strategic Plan
- Roles and Responsibilities
- Attributes of High-Performing Teams
- Opportunities for improved Team Performance
- Understanding Differences within the Team
- Desired Behaviours / Culture (develop a clear Team Charter)
- Enhancing Self-Awareness, Communication and Conflict Management Skills

Subsequent team sessions

We customise follow-up sessions to build on the work done at the initial workshop. This may involve reviewing progress, assessing how people are walking the talk on desired behaviour, further developing communication and conflict management skills, or working on challenging issues. These follow-up sessions may take place monthly, bi-monthly or quarterly depending on the team's needs.

Benefits

As a result of this program:

- ✓ There will be clarity around your team's purpose, roles and goals
- ✓ There will be a greater sense of being "one team" and the team will identify opportunities to improve the way they work together
- ✓ Your team will have a Team Charter that clearly articulates desired values and behaviours, and includes a simple survey that enables them to hold themselves accountable
- ✓ Team members will be more self-aware of their own behaviours and the impact on others, and be more appreciative of the diversity that makes up their team
- ✓ Team members will have improved communication and conflict management skills, and be more inclined to hold themselves, and each other, accountable
- ✓ The team will be focused on delivering outcomes and working collaboratively.

If your goal is to create a higher performing team, please email us: info@balancedcurve.com or call **0411 265 157.**

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