



Developing High Performing Teams

None of us is as smart as all of us

High performing teams at all levels are essential for achieving outstanding organisational performance. This is especially so in situations of rapid or major change and during crises. Each team should have:

- ✔ Common vision, objective and direction
- ✔ High standards
- ✔ Mutual respect, trust and accountability
- ✔ Individual sense of responsibility
- ✔ A sense of team identity
- ✔ High motivation and team energy

LeaderShape works with existing, new and temporary teams to help “raise the game” and achieve consistent outstanding performance.

Teamworking must be a recognized and powerful element of organisational culture. The individual teams need to fully understand their roles, understand and communicate freely with each other, be adequately resourced and want to work with each other.

A typical team development programme could include:

- ✔ A Culture Survey to identify features that inhibit and/or support team-working
- ✔ A TMS (Team Management Systems) or MBTI Step2 appraisal to identify preferred team roles within existing and newly formed teams
- ✔ Master classes on team dynamics
- ✔ Facilitated team workshops that address specific team objectives
- ✔ Team coaching
- ✔ Regular reviews and assessments of team performance

“Talent wins games, but teamwork and intelligence wins championships”

- Michael Jordan

The benefits of teambuilding support from LeaderShape include:

- ✔ Improved team structure with reduced risk of dysfunctional or imbalanced teams
- ✔ Team members understand each other
- ✔ Improved team empowerment, energy and self-sufficiency with a strong focus on results
- ✔ Better team leadership
- ✔ Enhanced team culture and performance
- ✔ Raised organisational performance

“The management team here at Poolia Parker Bridge have benefited immensely from receiving professional training from LeaderShape. New techniques are now ingrained into the business which means that we can shape the culture into that of a market leader that is able to inspire its staff.”

Rachel Dow – Sales Team Manager