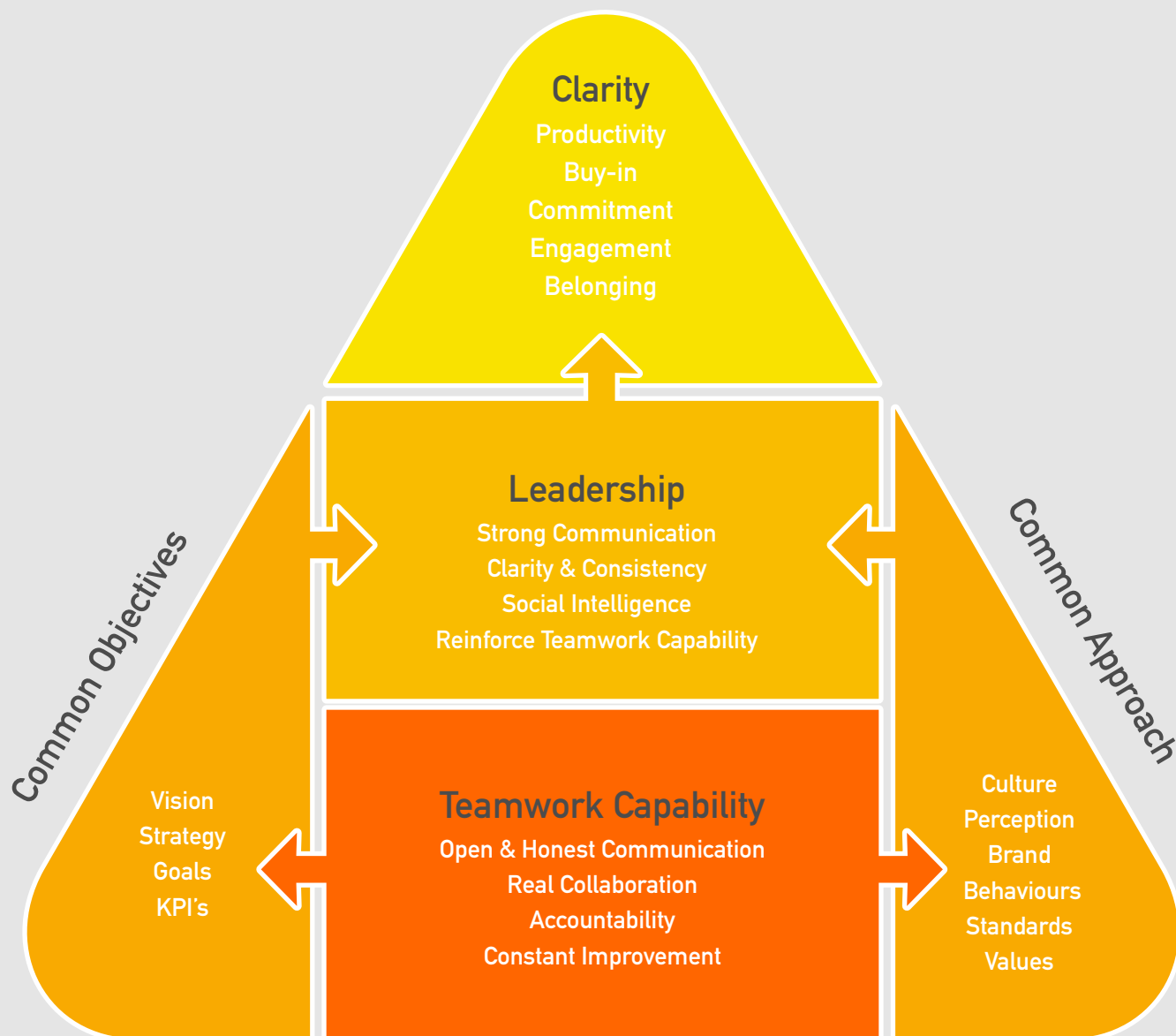


Philosophy - Team Development

the simple truth about high performance teams



“ 25 Years of Research into high performance teams comes down to five words:

Common Objectives; Common Working Approach ”

25 Years of Research, Simplified

We think we have these things, but in most cases we don't. We think objectives are common because we have performance targets and KPI's, but ask around the average team and you will find that people either don't know what they are, or aren't really that interested.

Common working approach is rarely addressed. We assume this comes as a consequence of the objectives, which we also thought were common.

How do we make them common? By building some simple team capabilities, we are able to create greater buy-in to team objectives, which in turn increases people's commitment to their achievement and staff engagement overall. And by driving towards these with congruent leadership, we reinforce these and create greater clarity.

A Simple Word: Clarity

The ultimate performance state for any team is true Clarity – where everyone understands and believes in the team objectives; where everyone understands the role they play in their achievement; where everyone is unambiguously clear about what is required with regard to behaviours and outcomes; where everyone is unambiguously clear about vision and culture. True Clarity allows everyone to be more effective, but is elusive for most teams.

A Simple Philosophy

Teamwork Capabilities:

Without open and honest communication and real collaboration, objectives and behaviours will never be common. Only by building these capabilities within the team can we truly find the best solutions to problems and get real buy-in, commitment and understanding of what we are trying to achieve. Most employees have either forgotten how to engage in these or never really learnt. Tony helps reignite these capabilities and build an environment of maximum input and constructive conflict.

Common Objectives:

Ask most team members what the common objectives of the team are and they will stare blankly. If they can recite them, they often don't really care about them. We build objectives that engage people and focus activity. We cover Vision, Goals and KPI's, Strategic Imperatives, Perceptions and Culture.

Common Working Approach:

This is most often overlooked in building teams. What are the behaviours that are expected? How do we want to engage each other? Clients? Other Stakeholders? Most importantly, what culture do we want to create and what 'Brand' do we want the team to have? All these outcomes are reflected by the behaviours in which we choose to engage.

Leadership and Congruence:

This keeps the team on track, focussed and productive. It also engages people by giving them consistency between what they agree upon and how management drives it. Tony works closely with team leaders and managers to help them re-engage people and re-ignite performance.