

# TEAM EFFECTIVENESS

Effective teams make better decisions, leverages diversity, thrives under pressure, and achieve greater business results. High-performing teams are a competitive advantage and a key to business success.

## WHAT DOES OUR TEAM EFFECTIVENESS ENTAIL?

Our team effectiveness solutions are developed based on the function and interaction of the following major components and needs in your organisation:

- ✓ Alignment with strategic plans, goals and objectives
- ✓ Clarification of roles and responsibilities
- ✓ Managing change and transformation for teams in transition
- ✓ Understanding current and desired functioning of the team
- ✓ Exploring individual styles and preferences to build better relationships
- ✓ Establishing trust and enhancing communication
- ✓ Navigating, managing and resolving conflict within the team
- ✓ Establishing psychological safety in order to manage difficult conversations
- ✓ Building agile, adaptable, and resilient teams
- ✓ Effectively dealing with complexity, managing stress and preventing burn-out

## WHO IS IT FOR?

- ✓ Teams who need to increase productivity and enhance team performance
- ✓ Newly formed teams or when adding a new team member
- ✓ Establishing a shared identity or team-building for teams in transition (especially after mergers or acquisitions)
- ✓ Teams who need to evaluate their composition and design to build capacity, reduce ineffective practices, and prepare a plan for on-going team effectiveness
- ✓ Teams with low engagement, high stress, or high turnover
- ✓ Teams who are navigating conflict or where trust has broken down
- ✓ Teams who need to adjust their practices and adapt to a hybrid or remote work model

## WHAT IS OUR APPROACH?

- ✓ We use a simple, sound, and straightforward model to support our delivery
- ✓ Team Effectiveness and team profiling assessments are conducted to identify individual styles and preferences and measure the essential elements required for success
- ✓ Assessment insights are shared to provide powerful information to identify barriers impeding success and opportunities to increase individual and team performance
- ✓ Workshops are practical, interactive and facilitated in person or virtually
- ✓ We aim to establish an understanding of self, work style preferences, and understanding of others and the dynamics within the team in order to create action plans for improvement
- ✓ We incorporate individual and team coaching and provide progress reports to hold teams accountable and compare how their performance changed over time

*“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.”*

- Patrick Lencioni (*The Five Dysfunctions of a Team*)

## Facts About Effective Teams



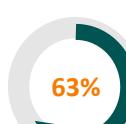
97% of employees believe the lack of alignment in a team impacts the outcome of a task or project



75% of employers rate teamwork and collaboration as “very important”



75% of employers rate employees who acted collaboratively more likely to see their tasks through to completion than their solitary peers



Employees who work collaboratively will stick to their tasks 63% longer than their solitary peers



Employees who work collaboratively report higher engagement levels and success rates than their solitary peers



54% of employees say a strong sense of community and belonging kept them at the company longer



Diverse teams perform up to 35% better than uniform teams

*Global Research Conducted by McKinsey*

## BENEFITS OF A TEAM EFFECTIVENESS JOURNEY

- ✓ Creating momentum to propel the team on a journey to enhanced performance
- ✓ Establishing a shared team identity, culture, and common purpose
- ✓ Clarity on strategic objectives, roles and responsibilities
- ✓ Alignment on key priorities
- ✓ Understanding individual styles and preferences and what each bring to the team
- ✓ Uncovering the impact of individual styles and preferences on performance
- ✓ Fostering a climate of inclusivity and belonging
- ✓ Uncovering the team's unique strengths and potential derailers
- ✓ Identify opportunities for improvement
- ✓ Defining strategies to remove obstacles to productivity
- ✓ Enhancing the team culture
- ✓ Improving communication dynamics to successfully engage in productive conflict and healthy debate
- ✓ Increase capacity to adapt to situational demands
- ✓ Improved individual and team performance to drive desired business results
- ✓ Creating guiding principles to use as team charter



*"The strength of the team is each individual member. The strength of each member is the team."*

- Phil Jackson

## Team Effectiveness Journey



### Assess & Identify Current State

- ✓ Pre-engagement discovery interviews, communication, and socialisation to position the team effectiveness journey
- ✓ Preliminary goal setting and clarification
- ✓ Online team assessment (personality styles, preferences and requirements for team effectiveness) to determine the team dynamics and team profile
- ✓ Gain understanding of the systemic context of the team and to begin building team readiness for change
- ✓ Establish understanding of the systems and psychodynamic context of the team to support customization and design of the team effectiveness journey



### Team Effectiveness Power Workshop Session(s)

- ✓ 2 Day workshop or regular modular engagement sessions to establish a shared vision, clear focus and a winning strategy
- ✓ Formulate the team's purpose and ensure alignment with goals and objectives
- ✓ Fostering trust and collaboration
- ✓ Create commitment to action by identifying priority focus areas and agreeing a winning strategy and approach to achieve
- ✓ Create a team charter, performance expectations, roadmap for success and clarify desired behaviours
- ✓ Generate support mechanisms for sustained momentum and performance



### Team Pulse, Check-in & Renewal

- ✓ Practicing new behaviours and new ways of doing things
- ✓ Regular team coaching check-in sessions over a period of 4 to 6 months
- ✓ Follow-up to foster commitment to the team and the team's charter
- ✓ Reflection and introspection to adjust behaviours, actions and outcomes
- ✓ Develop skills in adaptability and innovation so that behavioural changes can be sustained

## CHARACTERISTICS OF EFFECTIVE TEAMS

- ✓ Mutual Trust and Respect
- ✓ Open and Transparent Communication
- ✓ Knows Team Strengths and Weaknesses
- ✓ Internal Support and Collaboration
- ✓ Create Feedback Loops
- ✓ Constructive Conflict Resolution
- ✓ Sense of Purpose and Alignment with Clear, Precise and Measurable Goals
- ✓ Clear Roles and Responsibility
- ✓ Buy-In and Unified Commitment
- ✓ Engages in Proper Planning and Rapid Execution

- ✓ Relevant Skills, Leverages Diversity and Builds on Differences
- ✓ Shared and Flexible Leadership
- ✓ Effective Decision Making
- ✓ Effective Work Procedures
- ✓ Growth Mindset and is Agile, Flexible and Adaptable
- ✓ Continuous Learning and Improvement
- ✓ Recognize and Acknowledge Effort and Contribution
- ✓ Recognize and Celebrate Performance and Milestone Success
- ✓ High Performing Team

## WHY PARTNER WITH US?

- ✓ **Best Practice and Leading-Edge Learning Design** – We customize our content to align with your unique needs and ensure accelerated learning by employing best practice methodology
- ✓ **Participative and Engaging** – Our delivery method is interactive and provides an opportunity for experiential learning and gaining new insight through reflecting on specific experiences
- ✓ **Social Cognitive Theory and Gamification** – We integrate a self-regulatory and cognitive processes with digital learning and practical gamification tools to support and enhance the learning experience
- ✓ **Expertise and Track Record** – We have extensive experience in partnering with our clients to enhance team effectiveness and performance and pride ourselves with a distinguished track record delivering successfully to organisations globally