

Accelerating Team Performance

Teams are the basic units of organisational life

A simplistic focus on recruiting, developing and rewarding the individual can hold back performance in organisations.

Although teams are made up of individuals, they need to be able to come together, develop trust; determine how to deal with conflict and learn how to hold each other accountable and achieve results collectively.

Accelerating Team Performance is our unique process to enhance team effectiveness and organisation performance. We work with different elements of the individual and the organisation to look at how they interact and impact on team performance.

The bottom line is organisations must manage individual talent and build effective high performing teams

Each team member brings a certain set of capabilities and preferences – what they can do, and how they like to work. The challenge is to get alignment on the required behaviours and effectiveness as both an individual and a member of a team.

Our approach to team development stems from an understanding of the key drivers of team performance, where a deficiency or lack of alignment on any one dimension will impact the operating rhythm of the team. We call this **the 7Ps of Team Performance**.

We've been assisting teams improve their alignment and performance for a significant period of time, and have proven approaches that work. We base our approach to team performance on a model we've developed and used successfully for a number of years.

The Typical Experience

The Accelerating Team Performance typically starts with a Two-Day team workshop.

We begin by interviewing each team member to establish a baseline against the 7Ps of Team Performance and create a Team Report (where all input is confidential). With this baseline in place, the workshop allows the team to get to know each other on a deeper level; who they are, what they bring, what they expect and to develop new insights into themselves and each other as the basis for forming stronger levels of trust.

Most teams operate through 'conversations'; in team meetings, engagements, telephone and correspondence. We facilitate the team to create new approaches to these conversations, creating skilful

dialogues that lead to alignment, performance and breakthrough. The workshops are all facilitated by highly experienced team coaches who have demonstrated success in building team alignment and high performance.

Participants develop an understanding of the dynamics of how teams perform and building the right process/approach/behaviours from the beginning via a deep engagement on our 7Ps of Team Performance model. New ways of approaching conflict are established and the team develops a new language in how it works.

The process can be challenging for some individuals, but ultimately rewarding. To ensure new behaviours and skills are sustained within the team, a review phase is included in the process.

What makes our approach different?

Our approach to Executive Team development is based on our experience in working with and as part of successful, high performance teams. Our underpinning beliefs are:

1. Focus must be on both the team itself (purpose, strategy, goals and accountabilities) and the individuals involved (their capability, behaviours, contributions and style)
2. The team needs to have a clear and shared purpose; get aligned on its objectives and behaviours, and focus on performance as an outcome
3. The team will likely need to overcome common dysfunctions, such as a lack of trust, fear of conflict, absence of commitment and avoidance of accountability
4. An external facilitator/coach can effectively work with a team to develop its capability to engage, converse, agree on norms and take action
5. With thoughtful and effective interventions, the team (and the individuals on it) can be transformed over a period of time

Who should attend?

The Accelerating Team Performance Program is designed for executive and senior management teams, usually from 5 to 15 people. Teams may be newly formed, be facing new challenges or just be looking to improve their overall effectiveness within their organisation. The process requires a commitment to team development being a journey that takes some time.

Fees

Generator Talent Group can provide experienced and highly capable team coaches to work with the team. Professional fees are based upon the team's organisational level and the coach involved.