Building High Performance Teams!

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Building High Performance Teams!

Tallest Tower – Our first take home message.

- Please divide yourself in groups of 3 or 4
- Using the available items on your desk, please make the tallest possible, self standing tower.
- The group who makes the tallest, self standing tower wins.
- The only catch is, you cannot SPEAK.
- Time allocated 10 mins.

Image Courtesy: https://www.shopivo.com/blog/ideas-and-inspiration/team-building-101-9-tips-to-motivate-your-employees/

What will we cover today?

- Why is it important to have a high performing team?

- Seven Characteristics of a high performing team

- Roadmap to build a high performing team

- Discussion

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Why is it important to have a high performing team?

- A successful team is like a well-designed and effectively performing machine;
- **2 benefits:**
  - Organizational
  - Individual

Why is it important to have a high performing team?

Employees
- ✓ Improved Individual Performance
- ✓ Good Motivation
- ✓ Always Knowing the Direction

Organization
- ✓ Improved Work Management
- ✓ Flexibility and Innovation
- ✓ Higher Client Satisfaction

Why is it important to have a high performing team?

According to the research, high performing teams are those that have a positive climate, sound communication, engage in constructive conflict and have shared goals.

The 4Cs of high performing teams

1. Clarity
2. Commitment
3. Contribution
4. Concerns

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Seven Characteristics of a high performing team

Seven Characteristics of a high performing team

1. Aligned Values and Goals

In a team, everyone should know what the vision is and strive to keep their work aligned with that vision.

A high-performing team must have the same values, purpose, and common objective to deliver the best business results.

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Seven Characteristics of a high performing team

2. Clarity in Responsibilities and Ownership

In a team, everyone has their title, but it is important to also have clarity on roles so that all pieces of the puzzle fit together.

Learning what your team members' individual strengths are is key here. That way, everyone can contribute in their own unique way and everyone on the team is clear on where they stand in a particular project, what is expected to be delivered, and by whom.

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Seven Characteristics of a high performing team

3. Transparency and Trust

Effective teams mean accountability for all. Additionally, ownership, and clarity in their tasks is a must.

Trust is built through communication, transparency, and having all the information on progress and potential issues or blockers for assignments.

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Seven Characteristics of a high performing team

4. Effective Communication

Its important to keep each other in the loop about everything, specially in our day and age when **remote teams**, **distributed teams**, and **digital workspaces** seem to have become the norm.

Permitting your teams to communicate freely is always a key.

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Seven Characteristics of a high performing team

5. Collaborate Effectively

A team is a group of people that should always exchange ideas, knowledge, and opinions. Different perspectives and exchange of views lead to delivering the best possible solutions.

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Seven Characteristics of a high performing team

6. Feedback Culture

High-performing teams thrive on **feedback** – when it's presented in the correct way and with valid arguments. Teams enjoy exploring new territories, but they also need **course-correcting** sometimes and experienced team members can provide that. **Creating a culture** of feedback among all team members, no matter their rank is one of the best characteristics of high-performing teams, leading to higher performance.

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Seven Characteristics of a high performing team
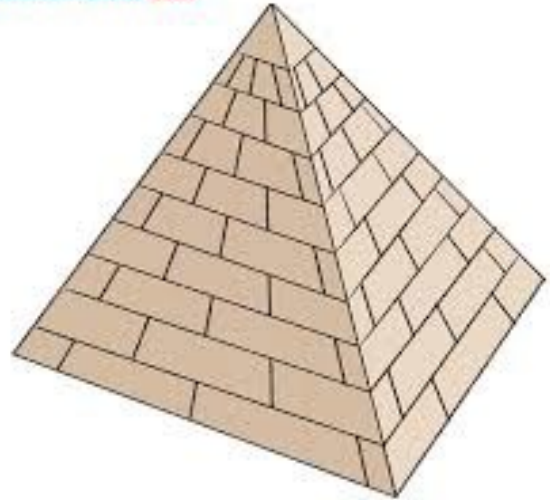
7. Measure Results and Outcomes

It's the **data-driven approach** that makes the difference for high-performing teams. Try and always measure the outcomes, good and bad, to see the right direction to step in next and encourage your team to stay on the right track.

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Roadmap to build a high performing team
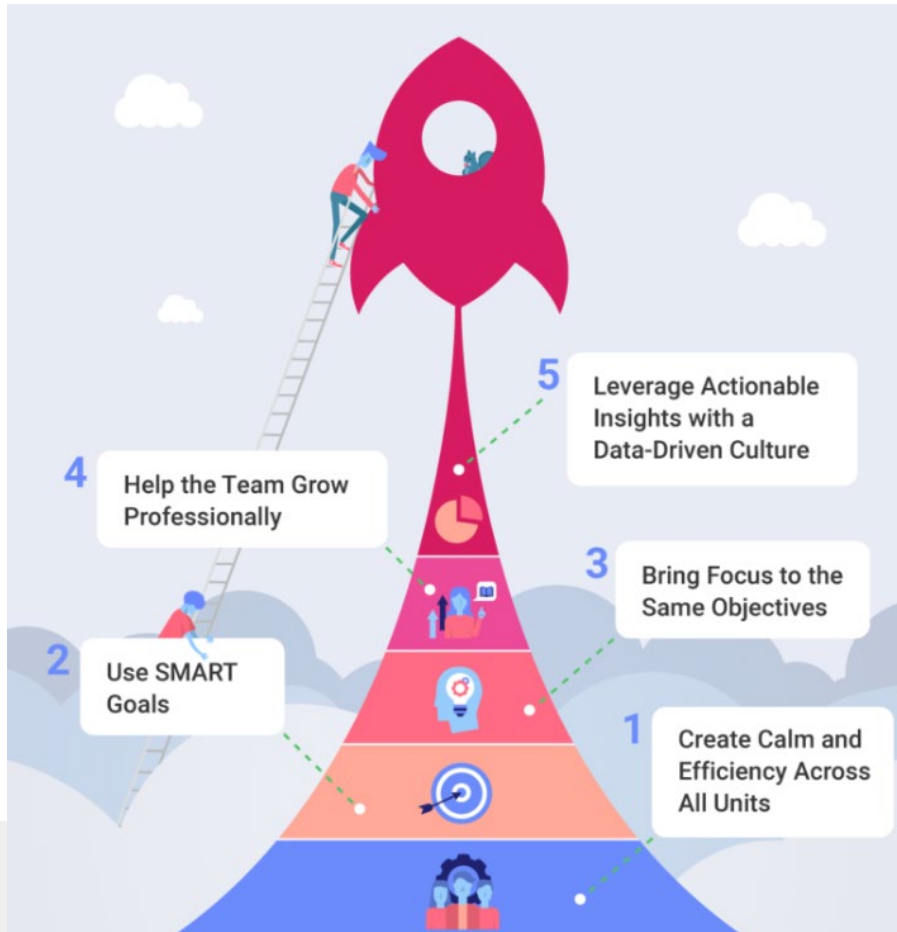
A great team is like a pyramid

Building high performance teams

- Be trustful and transparent

- Invest in your employees

- Give them a purpose

- Involve them in big decisions

- Recognize their hard work

- Address and solve their problems

- Encourage socialization in the office

- Offer prizes where appropriate

- Foster an enjoyable work environment

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- ✓ How many of us start great team building by evaluating ourselves?
- ✓ Culture is VERY important
- ✓ Goal Clarity is a must
- ✓ Clear expectations from team members help

Few more take home messages

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Thank you !

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